



CSU Life

for Faculty & Staff

NOVEMBER 2016



Plans underway to develop new campus parking system

By Veronica Baas

CSU Parking and Transportation Services fights a constant battle trying to provide convenient parking at a reasonable price point, while collecting enough revenue to operate.

This department is tasked with generating all of its own operating revenue to build new parking structures, manage the debt and maintenance on those structures, and to pay employees who manage and implement the system.

According to Director of Parking and Transportation Services, Dave Bradford, 80 to 85 percent of these funds are collected from parking permit revenue. The Parking Services Committee, a group made up of various administration representation campus, has been designing a plan for a new parking system.

“We need a system that people can understand, we need a system that we can manage, and it needs to fund our operations,” Bradford said.

Before making any big changes, the committee decided to gather input from the CSU community. The Center for Public Deliberation hosted four parking information meetings last month to administer a survey based on several parking changes currently being considered.

Associate Director of Finance for Parking and Transportation Services, Brian Grube, is a member of the Parking Services Committee and has been working to collect input from various stakeholder groups in the CSU community.

“We’ve been meeting over the course of the last year and a half or so to try to figure out what is going to change in the parking system,” Grube said. “So the survey kind of came out of those conversations.”

From here, the committee will organize the results and design a plan that will be submitted to the Vice President of University Operations for review. From there it will go to CSU President Tony Frank and then ultimately to the Board of Governors for final feedback before official approval.

“We’re compiling the information, we’re using it to direct the options that we are putting together,” Bradford said. “But we’re on a bit of a tight timeline because if we want to implement something next summer, at the beginning of the fiscal year, we’ll need time to get all of that ready.”

»PARKING CONTINUES ON PAGE 4

Native American Heritage Month



Native cultures celebrated on campus in November

By Veronica Baas

Celebrating Native American Heritage Month on the CSU campus highlights Native cultures through a variety of lenses. From films and art to keynote speakers and educational presentations, the month honors the importance of culture and tradition.

Ty Smith and Tiffani Kelly, director and assistant director of the Native American Cultural Center, helped organize this month’s events. Kelly said they are grateful to receive so much help from the various campus and community organizations every year.

“It’s cool in that the month is very much a collaborative event,” Kelly said. “So there’s a lot of folks on campus, and in the community, that help put everything together to make sure that things are running smoothly and that we have a variety of events every year.”

The month-long celebration began as just one day that

has expanded over time. President George H. W. Bush declared November as “National American Indian Heritage Month” in 1990.

»CULTURE CONTINUES ON PAGE 10

APPLAUSE

ROUND OF APPLAUSE

Audra Brickner, vice president of advancement for Semester at Sea, and **Jeremy Podany**, CSU’s executive director of corporate and career services, were honored Nov. 2 as two of Northern Colorado’s Forty Under 40. Each year, BizWest Media recognizes 40 of the top young professionals in the region with a gala celebration at the Embassy Suites in Loveland.

COLLEGE OF AGRICULTURAL SCIENCES

Animal Sciences Professors **Temple Grandin** and **Gary Smith** recently appeared on the list of the top 25 individuals who have helped transform the meat industry over the last 25 years. Individuals were nominated by industry peers and final selections were determined by the editorial staff of National Provisioner, a leading meat industry magazine.

Grandin also delivered the keynote lecture at the Sunday Symposium of the American Academy of Arts and Sciences on Oct. 9. She was inducted into the Academy this year.

COLLEGE OF ENGINEERING

Thomas Vonder Haar, University Distinguished Professor Emeritus in atmospheric science and member of the National Academy of Engineering, has been named an Honorary Member of the American Meteorological Society for his contributions to the field. Among his many achievements over his

46-year tenure at CSU, he was a founding member of the Cooperative Institute for Research in the Atmosphere (CIRA) and head of the Department of Atmospheric Science.

Electrical and computer engineering professors **Carmen Menoni** and **Jorge Rocca**, both University Distinguished Professors, were recognized this year by the Alumni Association as Distinguished Alumni Employees for their individual and combined contributions to teaching, research and outreach. Recognized around the world as pioneers in laser science, optics and engineering, they have established vibrant teaching and research programs at CSU, including the Engineering Research Center for Extreme Ultraviolet Science and Technology. The awards were presented at the Distinguished Alumni Dinner during Homecoming.

V. “Chandra” Chandrasekar, professor of electrical and computer engineering, a fellow of CIRA and a University Distinguished Professor, has been awarded the Insignia of Knight, First Class, of the Order of the White Rose of Finland. Chandra is a leading expert in weather radar science and technology, and radar signal processing. The Ambassador of Finland presented the insignia to Chandra on behalf of the Finnish government during a Sept. 29 ceremony at the Embassy of Finland in Washington, D.C.

DIVISION OF EXTERNAL RELATIONS

The **Creative Services team** won the Judge’s Choice award at the 2016 University and

College Designers Association Design Competition for best in-house design team. The entry included work from CSU’s photography, video, creative and web groups. Creative Services also won awards for Outdoor Advertising, Identity Programs and Exhibit Display Graphics at this year’s UCDA competition.

ROCKY MOUNTAIN STUDENT MEDIA

Jim Rodenbush, adviser for the Rocky Mountain Student Media Corp., has received the Honor Roll Newspaper Adviser Award for four-year colleges and universities from the College Media Association. The CMA, the nation’s largest organization dedicated to serving collegiate media advisers, presented Rodenbush with the award Oct. 27 at the CMA National College Media Convention in Atlanta.

HOUSING & DINING SERVICES

The **Environmental Services-Housing** unit was recognized by the CSU Employee Appreciation Board on Oct. 12 at the Newsom Event Center. The unit consists of 107 employees who give their all to make CSU a safe, clean and happy place to live. These hard-working and deserving individuals were honored by the EAB with a pizza lunch and CSU swag raffle.

SEND IN YOUR APPLAUSE

Do you have news from your department or unit you would like to share with the rest of the CSU Community? Send it to CSULife@colostate.edu for inclusion in our Applause section.

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An aerial photograph of Fort Collins, Colorado, showing a mix of urban buildings, green spaces, and mountains in the background under a clear sky.

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Voter registrations at all-time high

By Veronica Baas

The people of Larimer County chose to have a voice this election. Close to 228,000 voters were registered for the 2016 election in early November. Roughly 41,000 of these voters are aged 18 to 25, close to 600 more than in the 2012 election.

These statistics are higher than the county has seen in 10 years. Larimer County Clerk and Recorder Angela Myers is not surprised to see increased numbers this year.

“In presidential years it’s not unusual for folks who would have maybe put off getting registered to now become registered,” Myers said. “Also, Larimer County has increased in population dramatically in the last several years, so I think that’s part of what you’re seeing as well.”

Myers is the clerk who administers the entire polling center process, and has done so for three years. She visits polling centers all over the county, but also works from her office to oversee the system as a whole.

Although the number of registered voters increased, Myers said the traffic in and out of polling centers remained constant.

“We’re not seeing more voters than in the past because this is the first presidential year that we will have an all-mail ballot,” Myers said. “We sent out over 220,000 mail ballots. Most of the people are going to use that mail ballot that they receive and we won’t see them.”

The North Ballroom of the Lory Student Center was a full-service voting and polling place. The election judges assigned to the LSC reported steady traffic for ballot drop-off and in-person voting from Oct. 24 through election day.

“I am always excited about people valuing their voting privilege,” Myers said. “I think it’s very important that people educate themselves before they make their choices as well.”



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Parking Fourm Results

The current discount for lower income employees is **supported** by **81%** of participants.

Current Retirees receiving a free permit policy was **opposed** by

53%

84%

Support adopting an escalating fine policy for citations.

61% Oppose a yearly fee for all students and faculty to cover costs of alternative transportation.

»PARKING FROM PAGE 1

One proposal the survey included is to lower the price for Moby Arena lot permits. There are always permits available for purchase in this lot and it is rare that all the spaces are full. Z lot passes are \$520 per year, but Moby lot is still on the outskirts of campus.

If Moby lot became a discount lot, such as the parking lot on Research Boulevard, that could free up more value in the cost of the permit. This would allocate more space in the parking structures towards the interior of campus.

Another idea is to extend the time period pay-to-park lots are monitored.

For those employee council representatives with strong opinions regarding CSU’s parking system, Bradford recommends you reach out and give feedback.

“I would encourage people, no matter which group they’re with, to contact their results from clicker sessions and let them know their thoughts on things,” Bradford said.

The Parking Services Committee includes representatives from the Administrative Professional Council, the Classified Personnel Council, Faculty Council, and Associated Students of CSU.

Parking Survey Questions:

- Should there be additional reserved spaces?
- Should there be additional premium spaces?
- Should the salary scale be increased?
- Should parking fines be escalated?
- Should the one-warning-per-year system be removed?
- Should the timeframe that the lots are monitored be changed?
- Should 30-year employees continue to receive free permits?
- Should retirees receive free permits?
- Should state vehicles be required to have permits?
- Should there be a commuter pass?
- Should the parking lot on Research Boulevard be a discount lot?
- Should the Moby parking lot become a discount lot?

CANS AROUND THE OVAL 2016

Here are the winners for each category for 2016. Contest results are based off of a calculation of food items & monetary donations and listed as total impact (\$1 = 5 lbs of food).

OVERALL WINNERS

76,845 lbs

COLLEGE OF BUSINESS

49,031 lbs

OFFICE OF THE VICE PRESIDENT FOR RESEARCH

37,750 lbs

ADMINISTRATION BUILDING

TOTAL IMPACT

41,670 lbs

\$57,714

\$1 = 5 lbs of food

330,244 lbs

HOUSING & DINGING/RESIDENCE HALLS

5,170 lbs

CORBETT HALL COUNCIL

4,789 lbs

ILEAD (TOWERS HALL COUNCIL)

990 lbs

BRAIDEN HALL

COMMUNITY SCHOOLS

29,261 lbs

ROCKY MOUNTAIN HIGH SCHOOL

10,331 lbs

KINARD CORE KNOWLEDGE MIDDLE SCHOOL

5,510 lbs

RIFFENBURGH ELEMENTARY SCHOOL

CSU DEPARTMENTS, OFFICES AND COLLEGES

76,845 lbs

COLLEGE OF BUSINESS

49,031 lbs

OFFICE OF THE VICE PRESIDENT FOR RESEARCH

37,750 lbs

ADMINISTRATION BUILDING

STUDENT ORGANIZATIONS

958 lbs

HORTICULTURE CLUB OF CSU

678 lbs

CSU MORTAR BOARD NATIONAL HONOR SOCIETY

545 lbs

CSU PRE-VET CLUB

GREEK ORGANIZATIONS

1,544

623

190

FARM HOUSE

SIGMA ALPHA EPSILON

KAPPA DELTA CHI SORORITY INC.



POLICY SPOTLIGHT

Service animals on campus

Policy updated to address emotional support animals

By Robert Schur, JD

As part of Colorado State University’s commitment to aiding those with disabilities, CSU has adopted a policy affirming their rights to have the assistance of service animals and emotional support animals while living, working and visiting on our campuses.

Some key facts about the policy include:

- A service animal is any dog that is trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability. The work must be active and specifically related to the person’s disability. Simply providing comfort or emotional support does not qualify a dog as a service animal under the Americans with Disabilities Act. On a limited, case-by-case basis, a miniature horse that has been similarly individually trained may also qualify as a service animal.
- Service dogs are needed by individuals with disabilities to enable them to access all the areas of our campuses where they may go, just as a person without a disability would do. These dogs are specially trained for these tasks.
- Service dogs are not required by law to be identified by any vest, harness, tag or other indicators.
- An emotional support animal is not the same as a service dog. An emotional support animal is an animal that has been verified by the university to be necessary to accommodate an individual with a disability by providing emotional support, comfort, or therapy in a university housing facility.

- Emotional support animals accommodate an individual with a disability within that person’s residence. Emotional support animals do not accompany their owners outside of the home, except as needed to care for the animal. They also are not permitted in other university buildings or at events. Students may not bring their emotional support animals to class, nor may employees have them in the workplace.

To ensure equal access and nondiscrimination of individuals with disabilities who are using a service dog, members of the CSU community should:

- Allow service dogs to accompany people with disabilities on campus;
- Not ask for details about a person’s disabilities;
- Not pet, interact, or feed a service dog. It distracts the dog from its work;
- Not deliberately startle, tease, or taunt a service animal;
- Not separate or attempt to separate a person from their service animal; and
- Provide individuals with service animals with the right of way with respect to pedestrians, cyclists and skateboarders.

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



If you have more questions about service and emotional support animals on campus, you can go online to the policy library and read the Service Dogs and Emotional Support Animals Policy FAQs, policylibrary.colostate.edu/attachments/747.service-ESA%20FAQs.pdf. The complete policy is available at policylibrary.colostate.edu/policy.aspx?id=497.

New construction projects on the horizon for campus

By Dell Rae Ciaravola

Colorado State University’s Facilities Management is initiating plans to begin construction soon on several new projects. With funding recently approved by the Board of Governors, the following projects are on the horizon:



Early rendering of the Richardson Design Center.

Richardson Design Center

- A \$16.5 million, 41,000-square-foot, newly constructed building west of Gifford that includes a maker’s lab available to the entire campus community, classroom and studio space for multidisciplinary design classes.
- Interior Design department will also occupy the center.
- Construction funded by donor commitments, the university and the College of Health and Human Sciences.
- Construction will start Fall 2017 and be completed early 2019.

Global Food Innovation Center in honor of Gary and Kay Smith

- Conceptualized as space to integrate faculty and hands-on instruction for students, this \$13.1 million addition to the existing Animal Sciences building will serve students

studying food animal handling and meat processing.

- The 36,600-square-foot addition will include a meat-processing facility, classroom and laboratory space, space for culinary research and sensory analysis, and a small retail store for meat sales.
- Also includes livestock holding area to replace the Stock Pavilion that was deconstructed for the new Chemistry Building.
- Donor contributions and university funds will pay for construction.
- Summer 2017 will mark the beginning of construction, with the project completed Fall 2018.

Athletic Practice Fields and Heritage Garden

- New practice fields directly west of the new stadium will provide efficient connections among practice facilities,

training and locker room areas in the stadium.

- A final design for the gardens is still in development, but the Heritage Garden will celebrate and demonstrate CSU’s agricultural roots, as well as providing a gateway to the existing arboretum.
- The existing 5.5-acre arboretum near the new stadium will be enhanced with additional paths and tree identification guides.
- Construction is starting late Fall 2016 to be completed Summer 2017.

Michael Smith Natural Resources Building

- A 37,400-square-foot addition on the south side of the existing Warner College of Natural Resources. The addition will include classrooms, a student success center, teaching labs, and offices for the Warner College of Natural Resources.
- \$20.2 million with costs supported by donors, the university’s general fund and a student facility fee.
- Construction is slated to start Summer 2017 and be completed Fall 2018.



Michael Smith Natural Resources Building

CSU Day at the Denver Museum of Nature and Science



By Tiana Nelson

Two leading Colorado educational institutions have announced an agreement to work together to elevate research, enhance educational opportunities for students and the public, and highlight their academic alignment.

“The Denver Museum of Nature & Science is delighted to be working with Colorado State University on a whole new level,” said Nancy Walsh, the Museum vice president of partnerships and programs. “There is a natural synergy between our organizations. That synergy is based on our overlapping education and research work as well as our shared understanding of the importance of igniting and fueling people’s passion for science and nature through fun experiences.”

Extreme Mammals, Science Lounge

As part of the agreement, CSU sponsored the Extreme Mammals exhibit at the Museum, which runs through Jan. 8, 2017. The exhibit from the American Museum of Natural History in New York showcases extreme characteristics of mammals throughout time.

The CSU Alumni Association hosted a CSU Day at the Museum on Oct. 16, complete with a panel discussion from museum staff and CSU professors.

“Our involvement with the museum is a really great fit because Colorado State counts some of the world’s most accomplished conservation biologists among its faculty. Folks like George Wittemyer and Joel Berger, to name just a few,” said Elias Martinez, assistant vice president of brand strategy at CSU. “Helping bring Extreme Mammals to Denver and sharing our story as it relates to the exhibit will hopefully raise more awareness of the important work we’re doing in this area.”

CSU also had a presence at the Oct. 20 Science Lounge at the Museum, an interactive monthly happy hour attracting upward of 400 young professionals. Warner College of Natural Resources’ Berger and Wittemyer shared their science at the event.

Working together

This isn’t the first time CSU and the Museum have collaborated in Denver. The two entities have worked as key stakeholders in the revitalization of the National

Western Center, a planned 250-acre site at Brighton Boulevard and Interstate 70 planned to have year-round educational and entertainment activities. The center will continue to be home to the 111-year-old National Western Stock Show.

“The museum and CSU each has a history of education, innovation and outreach,” said Amy Parsons, executive vice chancellor of the CSU System. “Working with the museum to plan the revolutionary redevelopment of the National Western Center sparked a meaningful relationship that we are thrilled to have. Through working together more closely, CSU and the museum will continue to gain inspiration from one another’s creativity to advance science, exploration, and community engagement.”

Jeanna Nixon, director of strategic communications for CSU Online, agrees.

“CSU supports the exchange of ideas and learning in a variety of ways through its teaching, research, and engagement activities, and partnering with the museum is just one of the many ways we are collaborating with the communities around us to explore and promote education together,” Nixon said. “CSU has a long history of outreach and engagement throughout Colorado and this is another important component of connecting with communities to build a better future through education.”

“The parallels between Colorado State University and Denver Museum of Nature & Science showcase the excellence of this agreement,” said Tom Milligan, vice president of External Relations at CSU. “Inspiring students to study science and understand its relevance in the world – and reaching into the community to activate life-long learning – this is exactly what the museum and CSU do.”

Nicole Garneau, museum curator of health sciences, is a CSU alumna. She saw the two entities work together seamlessly in her own life, and is excited to see what the partnership will mean for other students interested in the sciences.

“I feel like the passion that brought me to CSU has come full circle with my involvement in the alumni association and exciting connections (like the museum) that I’ve helped cultivate with the university in a professional capacity,” said Garneau.

“My experiences as a graduate student at CSU launched me on this amazing and unique career path that allows me to blend my interest in genetics with engaging others in my research on taste, something that is personally relevant to people’s everyday lives.”

Extreme Mammals will be at the Denver Museum of Nature & Science through January 8, 2017.

The exhibition will be open from 9 a.m. to 5 p.m. daily.

Extreme Mammals is included with the purchase of a general admission ticket.

For more information visit:
www.dmns.org/extreme-mammals/
 or call
 303.370.6000

A P C

President’s Commission on Diversity and Inclusion making big changes on campus

Employees encouraged to participate in process

By the Administrative Professional Council

Engaging in meaningful conversation around diversity and inclusion is an important way to make campus culture more inclusive and safe for faculty, staff, and students. In November 2015, Colorado State University students did just that, submitting a series of recommendations to CSU administration surrounding diversity and inclusion across campus.

In an effort to take these conversations and turn them into action, the President’s Commission on Diversity and Inclusion was created to serve as the catalyst for change, dedicated to enhancing the campus climate and removing persistent barriers that inhibit the success of members of the campus community, especially those from underrepresented and historically marginalized populations.

The Commission includes representatives from all colleges, divisions, and units across campus to serve as the institutional conscience for all-inclusive policies, programs, procedures, and services. The commission is the voice of accountability that nurtures the Principles of Community – promoting inclusion, integrity, respect, service, and social justice. Naturally, the Administrative Professional Council was asked to participate.

“The commission’s vision, to create a campus environment that welcomes, values, and affirms the contributions of all community members is one of the most compelling causes on campus. But these are challenging conversations. It takes courage for our campus leadership

to support this effort and for APC members to share their experiences,” explained Joshua Casto, former APC member and commissioner for the Commission for Diversity and Inclusion.

Many ways to participate

While being elected into the APC is one way to participate in AP committees, it is not a requirement. As APC chair Toni-Lee Viney explains, there are many ways for AP’s to participate in the process.

“The APC has a proud history of being involved in these kinds of important initiatives across campus. We encourage all members to be involved, representing the concerns and needs of APs,” she said. “However, you don’t have to be in the APC to get involved. APs from across campus are invited to connect with APC if they have an interest in representing AP interests on university committees and taskforces.”

While the Commission will focus on a number of diversity and inclusion-related issues across campus, the current topics in which they are soliciting feedback include:

- 1 Hiring practices: recommendations related to increasing the percentage of diverse faculty and staff. Initial discussions and work have been related to search processes.
- 2 Inclusive holiday and cultural practices: suggested ideas for faculty and staff to ensure an inclusive environment while respecting individuals’ desire to celebrate as they wish.



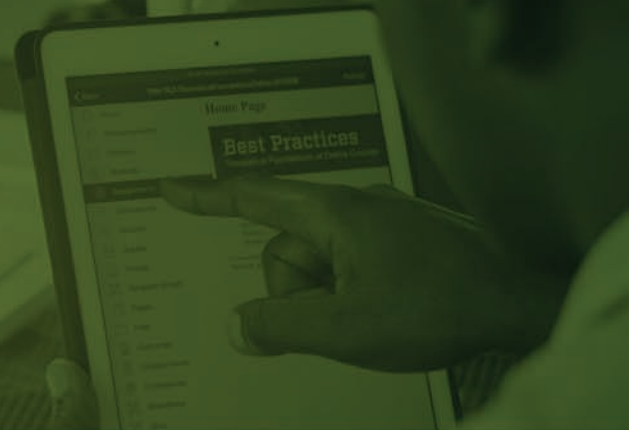
The APC recently discussed their recommendations at the October council meeting, but these discussions are just getting started.

Interested in joining in the conversation?

Contact the Office of the Vice President for Diversity, or reach out to your APC area representative at ap.colostate.edu.

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C P C

Connecting community to resources

By Megan Skeeahan, Classified Personnel Council

At CSU, there are employees who are struggling to meet their basic human needs each month. As housing costs and the cost of living have skyrocketed in Fort Collins, salaries and benefits have barely kept up with the increasingly high prices.

Forty-six percent of regular State Classified employees at CSU make less than \$40,000 per year (Institutional Research 2014), which is considered the threshold for a “livable wage” in Larimer County (Glasmeier, 2014). Unfortunately, CSU does not have the power to prevent the costs of living rising. And, State Classified wages can’t be raised without legislative approval through the annual State of Colorado budget process!

In 2015, the Classified Personnel Council, in partnership with Housing & Dining Services, the Administrative Professional Council and Faculty Council, advocated to create a position that could assist CSU employees find and access necessary resources – at CSU and in the community. This Community Resource Coordinator position would be a “navigator” of sorts, someone who could help CSU employees improve their quality of life and navigate them toward available assistance and solutions — and who also spoke Spanish. After successfully submitting a budget request proposal through the CSU annual budgeting process, Emma Chavez was hired to serve in this important new role.

Emma brings a history of providing access to care and resources. Before moving to Colorado, she lived in Utah and worked as a case manager/employment counselor. Emma worked specifically with low-income families assisting them with access to TANF, childcare, and food stamps.

After moving to Colorado, Emma started working at Poudre School District as a family liaison. In this role, she assisted new and low-income families’ transition to Northern Colorado. Emma worked full-time while attending CSU to earn her master’s in counseling. She also worked as a student coordinator for INTO, helping international students transition into life at CSU by helping with language barriers, adjusting to living in a new culture, connecting them to student resources, and creating a positive environment for living and learning.

Helping others

“Helping others, and doing that with care” is Emma’s personal mantra. This is how she approached her prior careers and now her role as the Community Resource Coordinator. As the first to hold this new position, one of her largest challenges is pulling all of the community resources into one place and determining the best methods for sharing that information with employees.

Emma has created “Connect and Refer employees to Community Resources” (CaRe), an email newsletter to provide employees with information about local resources and facilitate access to those resources to achieve the best possible work-life balance. Emma is also busy working on a new website care.colostate.edu, where information about the program as well as monthly newsletters and a list of local



Emma Chavez, second from left, has joined the CSU team dedicated to helping CSU employees.

resources will be listed.

Since starting at CSU, two of the most common needs brought to Emma’s attention are housing and child care. She can assist employees identify possible resources and provide assistance filling out applications for services. Emma sees her role as both preventive – helping to keep small situations from becoming larger problems — and as a safety net for employees needing assistance.

Resources available

There are a lot of resources right on the CSU campus. For example, one great free resource is the Employee Assistance Program (EAP). Employees can receive confidential consultation on personal issues, legal information, and financial resources and tools. ComPsych Guidance Resources is available 24/7 at 1-800-697-0353.

There is also the Employee Hardship Loan, which is a low-to no-interest loan to assist employees during unexpected emergencies. Some employees have little to no savings to fall back on, and this program is a way to help get through life’s most difficult and challenging moments. Learn more at www.hrs.colostate.edu/benefits/ehlf-program.html.

Additional opportunities and discounts are available through the CSU Commitment to Campus (C2C) program. C2C offers discounted tickets to

athletic and performing arts events; after-school programs; child care; emergency hardship loans; SafeWalk service; counseling services; tuition discounts and scholarships. And, access to the entire Transfort system is free — your CSU RamCard is your transit pass too. More of these benefits can be found by searching C2C on the CSU main web page.

A complete (and constantly changing) list of campus, city, county, and state resources can be found at cpc.colostate.edu and care.colostate.edu.

Connecting CSU employees to services and resources on campus in the community is no small task. CSU and the Classified Personnel Council are proud to welcome Emma Chavez to campus – we thank her for the work she does every day helping CSU employees.

You can contact Emma Chavez at Emma.Chavez@colostate.edu. And, you can learn more about the Classified Personnel Council at cpc.colostate.edu.

Resources to use today

Employee Assistance Program (EAP) 1-800-679-0353
Employee Hardship Loan www.hrs.colostate.edu/benefits/ehlf-program.html
Larimer County Food Bank www.foodbanklarimer.org
SafeWalk 970-491-1155
Transfort – free with your RamCard

Discounts in Fort Collins

Old Navy 10% discount with CSU ID (Fort Collins only)
Albertsons and Safeway 10% off (Fort Collins only) on Fridays w/ CSU ID
James L. Voss Veterinary Teaching Hospital 20% discount on veterinary services to CSU employees



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»CULTURE FROM PAGE 1

“Native American Heritage Month is celebrated nationwide. Proclamations come from the White House to ask people to join in the celebration and get a better understanding of Native American culture and heritage and reflect on that,” Smith said. “For us it’s a great opportunity to share our culture with not only the CSU campus but also the Fort Collins community.”

This year’s events offer the campus 14 different ways to recognize and celebrate Native American heritage. Smith said his favorite event is always the Harvest Dinner because it is such a traditional celebration. It takes place on Nov. 11 this year, with the support of Ron Hall and Row Bubar, owners of Akira Farm, who engaged students, family and the community in growing traditional foods and heritage turkeys for the event.

“I always look forward to the Harvest Dinner,” Smith said. “We come together as a community to celebrate and be thankful for the harvest. For me it’s a great way to close out the month.”

Kelly said that the balance of education and fun is what makes celebrating Native American Heritage Month so important. This year’s keynote speaker, Dr. Adrienne Keene, author of the Native Appropriations blog, will provide an educational side to events. Her talk occurs on Nov. 10 at 7 p.m., directly after an artists’ reception for the #HandsOffMyHeritage exhibit in the Lory Student Center’s Duhesa Gallery.

“It’s an opportunity for the CSU community to learn more about why it’s not OK to appropriate Native images and how damaging that can be potentially to the Native community,” Kelly said. “That’s why it’s so great to celebrate. It’s fun, it’s exciting but it’s very educational at the same time and provides an opportunity for people to learn a little bit more about a culture that maybe they’ve never been exposed to.”

KEYNOTE SPEAKER FEATURING DR. ADRIENNE KEENE

Thursday Nov. 10, doors open at 6:30, lecture begins at 7 p.m.
Lory Student Center Ballroom D

Dr. Adrienne Keene (Cherokee Nation) is a Native scholar, writer, blogger, and activist, and is passionate about reframing how the world sees contemporary Native cultures. She is the creator and author of Native Appropriations, a blog discussing cultural appropriation and stereotypes of Native peoples in fashion, film, music, and other forms of pop culture. Dr. Keene will be giving a lecture on Native Appropriations, Indigenous Social Media, and Responding to Racism on college campuses. (Co-Sponsored with RamEvents)



SCHEDULE OF EVENTS

CSU DINING HALLS NATIVE AMERICAN HERITAGE MONTH LUNCH SPECIALS

Tuesday, November 8, 11 a.m.-2 p.m.
CSU Dining Halls

Please join us at the CSU Dining Halls on campus to celebrate foods Indigenous to the Americas. Each dining hall will feature a Native American inspired dish to celebrate Native American Heritage Month. This year’s dish will feature butternut squash pumpkin bisque.

HARVEST COMMUNITY DINNER

Thursday, November 11, 6:30-8 p.m.
Location: To be announced

Ron Hall and Roe Bubar, owners of Arikara Farm, initiated a “Sovereignty & Food Project” to engage Ethnic Studies students to grow food for a Harvest Community Dinner Project. Over the summer they raised traditional and contemporary Indigenous foods that will be featured at the dinner. The collaborative partners are pleased to support this Indigenous Community Dinner.

DUHESA ART GALLERY RECEPTION #HANDSOFFMYHERITAGE

Thursday, November 10, 4:30-6:30 p.m.
Featuring comments from one of the featured artists, Jacob Meders
Lory Student Center Duhesa Gallery

This year’s exhibit features 1- Native American artists addressing different aspect of the appropriation of Native culture. Cultural appropriation is defined as: “The unauthorized use or misuse of intellectual property, cultural beliefs, religious imagery or traditional garment from one culture by an outside culture.” (Co-Sponsored by Campus Activities and the Lory Student Center Arts Program).

CONGRATULATIONS
OPERATIONS MANAGEMENT STAFF

Operations Management August Employee of the Month



Deb Parker Deb is an employee that never stops helping others. She provides service to both residents and staff and tracks all the requests that come through for access control. Deb is support to the lock shop ensuring that they have what they need to work efficiently. Your help is appreciated and recognized Deb!

Operations Management September Employee of the Month



Rayann Martinez Rayann performs with very high standards. She is extremely helpful, even when she is short staffed. Over the summer Rayann supported all areas on the south side of campus. When most of Rayann’s crew became GL1’s she stuck it through and started all over again with a new group of employees; Proving the same type of success. She is an amazing supervisor. Thanks Rayann.

Operations Management 3rd Quarter Employee



Kevin Archer Kevin has done outstanding work during the summer of 2016. He is incredibly supportive to all, one of the departments key employees in keeping spirits up. Over the summer, Operations Management assisted with many conferences, continuous weekend work, and who could forget the opening of Aggie Village. During this busy time of year, Kevin proved to be an experienced leader.

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SECRET LIFE OF CSU

Don't I know that guy?

By Ryan Whitney

While most people find success in life standing out, there is a group of people who excel at blending in. Mark Schapker is one of those people.

Millions have seen his face, but few remember him. Perhaps it was as a detective at a crime scene, or as a stand-in for George Hamilton. Either way, the life of a background actor is to be seen, but not stand out, and that is precisely what Mark did in the late 1990's into the early 2000's.

Whether it was *E.R.* in George Clooney's final years, *Beverly Hills 90210*, *Chicago Hope*, *Melrose Place*, or any number of commercials or unaired pilots, no show was too big, or role too small for the native Ohioan.

"While a lot of what I did back then was commercials for income, I was lucky enough to have the opportunity to land a few spots on some pretty big shows, which were a lot of fun," said Mark. "There was a period for a while when I was eating steak dinners every night and getting paid pretty good money to not do much."

The life of a background actor can be a pretty dull affair, as Mark often found himself sitting on set for hours at time waiting on his scene to begin shooting.

But all good things must come to an end, and so did Mark's time appearing on screen. Partly from a lack of available work, and partly from a passion for community building, Mark pocketed his screen actors union card and set out into the field of philanthropy with no regrets.

"The experience was helpful because when you are right out of college, sometimes it isn't best to get right into a career, and that was the case for me," said Mark. "Sometimes it's good to get out and take chances when you are young and see what you do or do not like. It involves a lot of risk, but at the same time, getting that out of your system helps you in the long run."

"I was interested in giving back later in my career which led me to CSU, and without that experience doing what I was interested in, I might not have that perspective."

Now a web and content specialist for Colorado State University's Advancement division, Mark is helping the university achieve its fundraising goal of raising \$1 billion by the year 2020, by producing content, managing projects, and creating high-level fundraising events to help reach the objective.

"We are aiming to do good, not only for scholarships and programs at CSU, but worldwide. We are helping raise money for cancer research, engineering and technologies breakthroughs, and many more programs that will have a huge impact on our nation and the world. It's really exciting to be a part of that," Mark said.

While he says his days of acting are behind him, Mark remains a paying union member, just in case he ages gracefully enough to return to the silver screen when he retires. Until that time, Mark said, there is nowhere else he would rather be.

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Colorado State University

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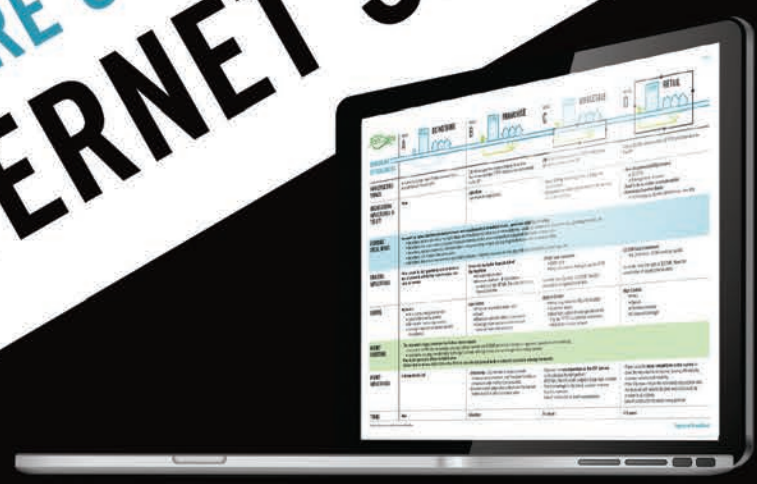
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Only kosher-certified eatery in Larimer County opens in Parmelee Hall

By Julianna Cervi

The only kosher-certified eatery in Larimer County — inside Parmelee dining hall — held a grand opening on Oct. 10.

CSU President Tony Frank, Fort Collins Mayor Wade Troxell and other city and university officials were on hand to cut the ribbon.

The new Kosher Bistro, which follows strict dietary laws, is open to students, staff and faculty, regardless of faith.

Rabbi Yerachmiel Gorelik is the certifying rabbi for the bistro.

“Fifty percent of the kosher consumers are not Jewish,” Gorelik said. “They are people who simply just appreciate the high standards that we follow.”

People of Jewish faith believe that what you put into your body affects you as a person spiritually. The Torah mandates diet that is sensitive to the soul. As an example, kosher dietary laws forbid eating animals that have predatory instincts.

Food prepared according to dietary law

The bistro, which opened at the beginning of the semester, employs a mashgiach, who is the chef and supervisor of a kosher establishment. He makes sure that all food brought into the bistro is kosher and that the food is prepared under the dietary law.

Kosher food also must maintain a high level of cleanliness. Because the foods tend to be fresher and more authentic than others, the kosher diet attracts many non-Jewish people. Some say a kosher diet is healthier and that the animals used are treated humanely.

CSU Police Chief Scott Harris enjoys the new bistro and has visited it quite frequently.

“I am not of the Jewish faith,” Harris said. “But I believe in supporting all diversity programs on campus. The bistro was created to offer students, staff and faculty, regardless of religious affiliation, a kosher option. The food is great, and the staff is friendly.”

The deli offers hamburgers, hot dogs, stews and salmon, along with a variety of other meat dishes and sides, but is evolving to offer additional signature kosher foods such as matzo ball soup, challah and falafel. The deli wanted to have the foods that most kosher consumers would be looking for.



Students, faculty and staff can drop in for a Kosher meal on campus.

In the works for a long time

The new bistro has been in the works for a long time. A former president of the Associated Students of Colorado State University who was Jewish had the idea to open a kosher restaurant and discussed it with Gorelik. The idea found its way to CSU President Tony Frank, who agreed that if students want to maintain a kosher diet, then that service should be provided.

There are only two such restaurants on college campuses in Colorado – here and in Boulder.

The Kosher Bistro is open Monday through Thursday from 11:30 a.m. to 1:30 p.m. for lunch and 5 to 6:30 p.m. for dinner.

Fall tips to prepare trees for winter

Trees in urban and community settings throughout Colorado are going dormant, and they require care before and during the winter to remain in top health. Homeowners can take measures now and through spring to help their trees through the oncoming harsh conditions, says Keith Wood, community forestry program manager for the Colorado State Forest Service.

The CSFS offers the following tips to prepare Colorado’s urban trees for winter:

Wrap the trunk. In Colorado, thin-barked trees like honeylocust, maple and linden are susceptible to sunscald and frost cracks because of drastic winter temperature fluctuations. To prevent bark damage, wrap the trunks of younger trees up to the first branches using commercial tree wrap. Leave the wrap on until early April.

Mulch the base. Apply 2 to 4 inches of wood chips, bark or other organic mulch near the base of the tree, but not against it, to reduce soil evaporation, improve water absorption and insulate against temperature extremes. Some community recycling programs provide wood chips free of charge.

Recycle leaves. Instead of disposing of autumn leaves, consider layering them around the base of each tree as mulch, or blend them into the yard with a mulching mower to retain nutrients.

Give them a good drink. Before storing the garden hose for winter, water trees in the area extending from the trunk to the extent of the longest branches. Water slowly, with a sprinkler or soaker hose, at

the rate of 10 gallons per inch of tree diameter.

Focus on younger trees. With less-extensive root systems, they require the most care.



Wait to prune until winter. Late winter is the best time for pruning most tree species, but it can be done whenever trees are dormant over the winter months. Common reasons for pruning are to remove dead branches and improve tree form. Always prune just outside the branch collar – the point where a branch joins a larger one – and don’t remove any branches without good reason.

Wood says urban and other planted trees often also require additional, regular watering over the winter. During extended dry periods (e.g., more than two weeks without snow cover), provide supplemental water per the guidelines above. The best time for winter watering is on warmer days, when snow has melted off and the temperature is above 40 degrees.

For more information about urban tree care, visit the Colorado State Forest Service website at <http://csfs.colostate.edu>.

The CSFS is a service and outreach agency of the Warner College of Natural Resources at Colorado State University and provides staffing for the Division of Forestry within the Colorado Department of Natural Resources.

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Denver Art Museum features two CSU professors

Performance on Paper on display until Jan. 8

By Veronica Baas

Two CSU art professors are being featured at the Denver Art Museum in a poster exhibit called “Performance on Paper: The Posters of Phil Risbeck and John Sorbie.” The exhibit is a collection of works created by the two graphic designers spanning a 30-year period and will be on display until Jan. 8

“John was head of the graphic design area when I was hired. He began teaching in 1960,” Risbeck said. “I came in 1965 to teach calligraphy, which was soon phased out of the curriculum, and I then started teaching graphic design with John.”

Sorbie developed the graphic design program at CSU and taught there for 30 years. In 1995, the final year featured in the exhibit, Sorbie passed away, leaving artwork to help tell his story.

There are 30 posters in the exhibition, all designed between 1965 and 1995. The series was intended to display the rich cultural life of Fort Collins.

Darrin Alfred, associate curator of architecture, design and graphics at the Denver Art Museum, selected the exhibit and wrote documentation to accompany the collection.

“These posters highlight the designers’ experimentation with broad range of techniques over 30 years, including high-contrast photography, cut paper, photomontage, hand-drawn illustrations and innovative split-fountain printing,” Alfred wrote.

Risbeck has always recognized his love for art, dating back to the first poster art competition he entered.

“When I was in grade school I was interested in art and there was a competition at my school,” Risbeck said. “I won the competition, and I’ve been doing posters ever since.”

In 1979, Risbeck and Sorbie helped create the Colorado International Invitational Poster Exhibition (CIIPE), a biennial exhibition that invites entries from distinguished poster artists around the world. Nearly 100 artists from about 30 countries contributed two copies of their work; one copy is exhibited and sold, the other becomes a part of the International Poster Collection in the CSU Libraries. Both the exhibition and the collection are excellent sources of education, enlightenment and enjoyment. The next CIIPE takes place in Fall 2017.

After years of practicing and developing his techniques, Risbeck is now a well-respected graphic designer and a valuable asset to CSU.



Left: posters by Phil Risbeck, Right: posters by John Sorbie



All photos courtesy Ryan Whitney



CSU families invited to adventure in Todos Santos

“

IT'S AUTHENTIC, OFF-THE-BEATEN-PATH ... MEXICO AT ITS BEST, AND THERE ARE AMAZING ADVENTURES IN THE AREA...

”

-SETH WEBB

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by Tiana Nelson

Family adventure programs have long been a part of the Colorado State University Mountain Campus, and now the program is heading to the CSU Todos Santos Center in Baja California Sur, Mexico.

And this time it's a week-long over Spring Break.

"This is a sneak preview of sorts, the first CSU faculty, staff, family program offering at the CSU Todos Santos Center," said Kim Kita, director of Special Projects at CSU. "CSU families will have a unique opportunity to experience the Center, to learn about the ecosystems and culture of Baja California Sur, and to have a meaningful family spring break."

The CSU Todos Santos Center is the university's international hub, aimed at cultivating global citizens through the Land Grant University ideals of education, outreach and service. To date, the Center has hosted more than 100 CSU faculty and students in credit and non-credit CSU courses ranging from Fish, Wildlife and Conservation Biology to Music, Theatre and Dance and Student Leadership. In the year ahead, the Center has plans to expand CSU programming, conferences, retreats and to continue the current English courses and workshops for the community of BCS.

The location is perfect for a handful of CSU families to come together for Family Adventure Week, says Seth and Kelly Webb, the trip hosts and Assistant Director of the Mountain Campus and Poudre School District school psychologist, respectively.

"It's authentic, off-the-beaten-path ...

Mexico at its best, and there are amazing adventures in the area," Seth Webb said.

Kelly Webb agreed.

"This is a family-oriented experience designed with the active, adventurous, culturally-curious family in mind; this is not your typical spring break family vacation to Mexico. We'll have opportunities to engage with the local community in a meaningful way. The itinerary is packed full of adventures like swimming with sea lions, sea kayaking, paddle boarding, snorkeling, fishing, hiking ..." she said.

The inaugural Family Adventure Week trip to Todos Santos follows eight years of the Webbs being involved in Mountain Campus Weekend Getaways for faculty, staff and alumni.

"For the Family Adventure Week we're most excited to share the amazing opportunities Todos Santos and the Center have to offer faculty, staff and alumni," said Seth Webb. "Building new relationships through shared experiences is also a rewarding aspect of these types of trips."

For Kita, who has worked with the community in Todos Santos for the past five years to build relationships and collaboration within the community and regional universities, she's excited for CSU families to experience the culture of the area.

"The program invites families to dive into something new, exciting, and meaningful, all with the support of an experienced CSU team," Kita said. "It will be a week to always remember."

Learn more about Family Adventure Week:
todossantos.colostate.edu/event/family-adventure-week/

It's Official

CSU Day is Oct. 4 in FoCo

By Veronica Baas

From this year forward, the Fort Collins community will recognize Oct. 4 as Official CSU Day. With the support of Mayor Wade Troxell, the Director of Community Affairs for the Associated Students of Colorado State University Pranaya Sathe wrote a proclamation declaring the holiday.

“I went and spoke to Mayor Troxell and he said that something like the CSU Day proclamation would be fantastic, he was all for it and really excited about it,” Sathe said.

She developed the idea after reading a newspaper article published in the mid-‘90s about a CSU Day proclamation. The original CSU Day was not in October, but members of ASCSU decided it would be best celebrated close to homecoming.

The proclamation was designed to appreciate the research, art and culture, athletics, community building, science, technology and other contributions that CSU has made to the Fort Collins community.

Christina Vessa, deputy chief of staff for ASCSU, said she hopes this proclamation inspires the CSU community to learn more about city council projects.

“Quite a bit of the stuff that city council does impacts our campus. It impacts the way we interact socially, physically and economically,” Vessa said. “So I really hope that this proclamation sparks an interest in our community.”

The page-long proclamation is made up of five whereas clauses that took Sathe two weeks to write and edit.

Although Sathe was unable to be a part of the proclamation reading, she is proud to add this project to her list of accomplishments at CSU.

“Now we have something officially written in city history that recognizes the fact that students are aware and they do care about what we do as a university,” Sathe said. “And that we are all still making an effort towards achieving the goal of becoming a world-known university.”



MSFN annual fall reception set for Dec. 5

Welcoming remarks by Dr. Tony Frank

By Kate Hawthorne Jeracki

The Multicultural Staff and Faculty Network invites all members to the annual Fall Reception, Dec. 5, 5-7 p.m., in the Longs Peak Room in the Lory Student Center. The event will feature welcoming remarks by CSU President Tony Frank, followed by refreshments and networking.

“Our fall reception is a great way for CSU employees to meet and interact with other faculty and staff members of color from across campus,” said MSFN chair Jimena Sagàs, college liaison librarian at Morgan Library. “It is co-sponsored by the President’s Office every year.”

The mission of the MSFN is to serve as a catalyst and influence campus climate and culture through building community, facilitating critical dialogue around issues of diversity, professional development opportunities, and hosting social and networking opportunities.

MSFN membership is open to all faculty and staff who self-identify as other than white at the time they are hired by CSU. New hires are added periodically to the MSFN listserve, where they can learn about upcoming events and issues the network is addressing; anyone not currently receiving the emails can ask to be added to the list by emailing Linda Krier in the Office of the Vice President for Diversity.

“Anyone can opt out of the listserve at any time if they want, or they can choose to just receive the emails,” Sagàs explained. “Or they can come to one of our events or a membership meeting, and become as active as they’d like to be.”

She estimated that there are more than 300 members receiving the MSFN emails this semester; she said about 75 are active members, participating in some way.

Other events sponsored MSFN include the Deans and Vice Presidents Roundtable, two separate opportunities for members to ask CSU leadership about diversity efforts and plans for the coming year, which will take place in February 2017; and the Spring Reception later in the semester, which includes election of new board officers.

“We also offer a number of issue-focused discussions and professional development opportunities throughout the year,” Sagàs said. “And we present the MSFN Distinguished Service Awards during Celebrate! Colorado State University in April.”

Leadership Team

In addition to Sagàs, the MSFN Leadership Team includes Past Chair Bridgette Johnson, director of the Black/African American Cultural Center; Chair Elect Shane Kanatous, associate professor of biology; and board members Shannon Archibeque-Engle, director of diversity and retention in the College of Agricultural Sciences; Greg Florant, professor of biology; Sonjia Graham, program assistant to the Front Range Director of CSU Extension; Teresa McClure, administrative assistant in the Graduate School; Arlene Nededog, director of inclusion for the College of Natural Sciences; Patrice Palmer, academic advisor in the College of Business; Patricia Vigil, director of university partnerships and student services for The Access Center; and Linda Krier, assistant to Vice President for Diversity.



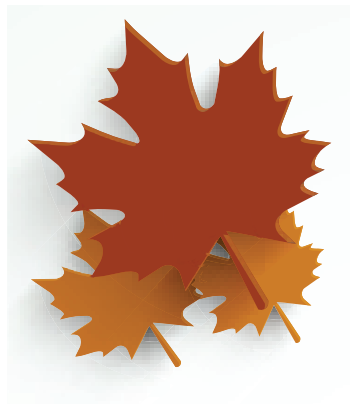
MSFN Chair Jimena Sagàs

The next MSFN membership meeting is set for Nov. 17 at 11:30 a.m. in the Lory Student Center.

For more information, visit the website at msfn.colostate.edu, look Multicultural Staff and Faculty Network on Facebook, or email Sagas at jimena.sagas@colostate.edu.



WILBUR'S TOTAL BEVERAGE WINE & SPIRITS



This month's featuring: *Pinot Noir* **For the Holidays**

Searching for the perfect wine to pair with your holiday meal? You're in luck, Wilbur's Total Beverage stocks a wide variety of Pinot noirs so you can treat your friends and family to the perfect dining experience.

Towards the end of the year most of us are cooking fancy, light meals to celebrate the holiday season. Pinot noir is a very approachable wine, and its lightness balances perfectly with these holiday meals.

For customers looking to purchase quality Pinot noir at an affordable price point, general manager at Wilbur's Mat Dinsmore recommends Pleasures. This is a California Pinot noir priced at around 15 dollars.

"The reason Pinot noir is such a great wine this time of year is because the Pinot noir grape is a thinner skinned grape, so it produces a lighter red wine," Dinsmore said. The name Pinot noir is derived from French words for pine and black, the pine referencing the tightly clustered grapes, and pine, the cone-shaped bunches of fruit.



This type of wine is commonly used throughout the holiday season because it is softer, more subtle, and not as robust as other red wines. Cabernets, merlots and zinfandels, for example; these have big, bold flavors. They are tanic, and go up great against stinky cheeses and big steaks.

"It's the difference between hitting somebody over the head with a pillow versus hitting them over the head with a hammer," Dinsmore said. "It's a lot more approachable, and it goes really well with the kinds of meals most of us are having over the next two months."

Fall Harvest Salad

- Ingredients:**
- 1/4 cup + 3 tablespoons vegetable oil
 - 2 cups peeled butternut squash cut into 1-inch cubes
 - Salt and freshly ground pepper
 - 2 tbsp sherry vinegar
 - 1 tbsp coarsely chopped tarragon
 - 1 tbsp chopped flat-leaf parsley
 - 10 oz. mixed salad greens or mesclun
 - 1 cup coarsely chopped pecans
 - 1/2 cup roasted pumpkin seeds

Make Ahead:
Dressing can be kept at room temperature for up to 2 hours. The cooked squash can be refridgerated overnight. Bring to room

- Instructions:**
- In a large nonstick skillet, heat 2 tbsp of oil. Add squash in an even layer, season with salt and pepper, cook over moderately high heat until browned at the bottom (about 5 mins). Turn squash cubes and cook over moderately low heat until browned on the other side and just tender (about 7 mins).
 - In a small bowl, combine vinegar with tarragon, parsley and remaining 5 tbsp of oil; season dressing with salt and pepper. In a large bowl, toss salad greens with pecans, pumpkin seeds and roasted squash. Pour dressing over salad and toss well. Serve salad right away.

Thanksgiving Wines:

Black Oak	\$9.99
Pleasure's	\$14.99
Angel's Landing	\$24.99
Rizzo Estate	\$29.99
Rubinna	\$49.99

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9 a.m. - 2 p.m.**



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THEATRE AND PERFORMING ARTS



THE FLICK BY ANNIE BAKER
THROUGH DEC. 3

OpenStage Theatre and Company
Magnolia Theater, Lincoln Center
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Three very different employees clean the aisles of an empty movie house in this thoughtful comedy/drama whose well-honed characters will challenge the temporal expectations of audiences. A hilarious and heart-rending cry for authenticity in a fast-changing world.

[lctix.com](#)



NOISES OFF BY MICHAEL FRAYN
NOV. 11-12, 17-19, 7:30 P.M., NOV. 13 AND 20, 2:30 P.M.

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

Take a trip behind the scenes as everything that possibly could go wrong does go wrong as a 1980s English theatrical touring troupe desperately tries to hold its middling sex comedy Nothing On together.

Free for CSU students with ID, \$18 general public, \$8 youth

[CSUArtsTickets.com](#)

THE SNOW QUEEN BY RON NICOL
NOV. 19-DEC. 23

Bas Bleu Theatre
401 Pine St.

Get in the holiday spirit with this world-famous fairy tale that will touch your every emotion. Based on the timeless story by Hans Christian Andersen, the production is perfectly suited for all ages.

[basbleu.org](#)

ARTS AND LITERATURE



#HANDSOFFMYHERITAGE
CURRENT EXHIBIT, WITH ARTISTS' RECEPTION NOV. 10, 4-6:30 P.M.

Duhesa Gallery, Lory Student Center

Ten Native American artists address different aspects of the appropriation of Native culture. The LSC Arts Program has collaborated with the Native American Cultural Center to bring the exhibition to campus.

Free and open to the public.

[lsc.colostate.edu](#)



GALLERY OF TREES
THROUGH NOV. 11

Lincoln Center Art Gallery, 417 W. Magnolia

Breathtaking holiday trees and wreaths decorated by local businesses, area artists and community members available in a silent auction open to the public to raise funds for the Lincoln Center Support League.

Free and open to the public.

[lctix.com](#)

AN EVENING WITH AUTHOR
AMANDA HENDRIX, PH.D.
NOV. 29, 7 P.M.,
DOORS OPEN AT 6:30 P.M.

Marriott Fort Collins Ballroom
350 E. Horsetooth Road

The co-author of Beyond Earth will discuss her enthusiasm for space exploration and settlement. A book-signing and sale will follow the presentation.

Free and open to the public, seating first-come, first-served, no tickets required.

MUSIC AND DANCE

PAUL HUANG, VIOLIN
NOV. 11, 7:30 P.M.

Organ Recital Hall, University Center for the Arts
1400 Remington St.

Taiwanese-American violinist Paul Huang is quickly gaining reputation for his eloquent music making, distinctive sound, and effortless virtuosity. Recipient of the inaugural Kovner Fellowship at The Juilliard School, Huang appears as part of the Classical Convergence partnership between CSU and the Lincoln Center.

\$10 CSU students with ID, \$25 general
[lctix.com](#)



PARADE OF LIGHTS PREVIEW
DEC. 1, 6 P.M.

Corner of Mathews and Lake by the University
Center for the Arts

The CSU Marching Band returns to the 2016 9NEWS Parade of Lights, leading the annual event through the streets of downtown Denver on Friday, Dec. 2. Help the band warm up the night before with this hometown parade preview on the streets around the University Center for the Arts.

Free and open to the public



WINTER SOLSTICE CELEBRATION
DEC. 5-6, 7 P.M., DEC. 6, 1 P.M.

Magnolia Theater, Lincoln Center

Dance Express explores and celebrates the ancient concepts surrounding the winter solstice through dance, music, prose, and dance theatre. "Calling the Sun," which premiered in 2015, is the central dance piece. SunnySide Singers join Dance Express for this delightful holiday production.

[lctix.com](#)

For more entertainment events go to [uca.colostate.edu/events](#)

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CSU LIFE AS I SEE IT

Checking out the first edition of the Rocky Mountain Collegian

Listening to voices from the past

By Jim Rodenbush

It is arguably the most interesting item you will find at the offices of Rocky Mountain Student Media.

Inside the main door, immediately to the right, is a gigantic photo. It features seven students, six male and one female. All of the students are impeccably dressed. Some of them have "C A C" on their shirt collars. The photo is clearly posed. All are gathered around a table intently studying ... something. Below the photo is a tiny plaque with a five-word description. *Rocky Mountain Collegian Staff 1891*

I am a sucker for history and, more specifically, historical items. This photo is one that caught my attention from the moment I first saw it. More than a year later, it's also left me with a ton of questions.

What are the students' names?

What are they thinking?

What is on the table?

Who was smart enough to take (and also preserve) this photo?

See, it's not just any staff picture but instead a photo of the first staff of The Rocky Mountain Collegian, then a monthly publication for the students of the Colorado Agricultural College. Sixty-six years later, C A C would be known as Colorado State University.

The first issue of the Collegian produced by that staff was dated December 1891. That means, though no one can be sure of the exact date, sometime next month the publication will celebrate its 125th anniversary.

To help recognize this anniversary, I hosted a panel discussion of former Collegian editors in late September as part of the CSU Media Festival. To help prepare for that panel, I visited the Archives & Special Collections department on the second floor of the Morgan Library.

Included among the volumes of past Collegians that I looked through that afternoon included that very first one – Vol. 1, No. 1. And though I didn't get answers to my specific questions, I did learn a lot about the group in that photo, and life at C A C, through their own words.

After much delay, resulting from a number of causes, the Collegian has at last made its appearance. The managers will do their utmost to produce a creditable paper, and one that will meet with the approval of all friends of the College.

What I learned is that student editors from 1891 have a lot in common with their 2016 counterparts. The first words from the Collegian staff, though not found until Page 4, give a nod toward a missed deadline. Though this brings up another mystery. What were the "number of causes?"

*The Portfolio, from Boulder, is one of the brightest exchanges we have on our exchange table. *** The Portfolio of November contains an article entitled, "A Trip to Mars." If you have not read it, do so at once.*

The first staff of the Collegian sought out examples of other student publications and received examples from places like the University of Nebraska and Purdue University. A recap of these first "exchanges" appears to include some kind words for a nearby rival school.

The attendance at the College is rapidly increasing. There are at present 124 students enrolled.

The first Collegian advertised an academic year that started Sept. 2, 1891 and ran through June 9, 1892. Classes included a "Agricultural Course," "Mechanical Course," "Irrigation Engineering Course" and "Ladies' Course."

And total cost? About \$200.



A student became very inquisitive as to the number of demerit marks he had, and asked a member of the Faculty. His case was investigated and it was found that he had the requisite number for suspension. Advice: "Be quiet; black marks do not evaporate."

Missing from the Collegian then was something that's a cornerstone of the publication now – namely anything resembling a story. Instead that first edition featured poetry, literary works, marriage listings and a collection of postings like the one above that resembled a gossip column or, in many ways, the modern day social media feed.

Jim Rodenbush is the Student Media Adviser at Rocky Mountain Student Media.

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ADVICE MATTERS

Recent studies emphasize the importance of client-advisor conversations. These reports prove that advisors can add 3% to clients' net returns¹ and retirement savers who sought investing advice enjoyed a median annual return almost 3% higher than those who didn't – even after the fees they paid for that advice².

Target Date Funds vs Personal Advice

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

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

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

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



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WITHOUT ADVICE

Portfolios of people who didn't get help suffered from²:

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

Rutabaga Salad with Sherry Vinaigrette

Adapted from “Vedge” by Kate Jacoby & Richard Landau

This nutritious side from the Kendall Reagan Nutrition Center can add a deliciously different dish to your Thanksgiving table.

Prep Time: 20 min

Cook Time: 20 min

Serves 4

Ingredients:

- 1 large rutabaga, peeled
- ¼ cup plus 2 tablespoons olive oil
- 1 tablespoon plus 1 teaspoon sherry vinegar
- 1 teaspoon salt
- 1 ½ teaspoon fresh crack black pepper
- 1 cup minced onions
- 2 tablespoons apple cider vinegar
- 1 teaspoon fresh thyme leaves
- 2 teaspoons Dijon mustard
- 4 ounces mixed baby salad greens
- ¼ cup roasted salted pistachios, crushed
- 1 jalapeno or chile of choice, deseeded and minced

Directions:

1. Preheat oven to 450° F and slice the rutabaga into 1/8-inch-thick slices. Lay the slices on a sheet pan.
2. Whisk together 1 tablespoon of the olive oil and 1 teaspoon of the sherry vinegar in a small bowl. Lightly coat the rutabaga slices with the mixture and sprinkle with ¼ teaspoon salt and ½ teaspoon pepper. Roast the rutabaga slices until fork-tender (7 to 9 minutes). Remove and set aside to cool.
3. While the rutabaga is roasting, heat 1 tablespoon of olive oil in a large sauté pan over high heat until the oil ripples. Add the onions and sprinkle them with ¼ teaspoon salt and ½ teaspoon pepper. Allow the onions to caramelize and char with occasional stirring (about 7-8 minutes). Remove the pan from the heat and pour in the apple cider vinegar. Return the pan to the heat and cook until all of the liquid is gone but the onions still look wet. Stir in the thyme leaves and then remove from the heat and set aside to cool.
4. Whisk together the Dijon mustard and the remaining ¼ cup olive oil, 1 tablespoon sherry vinegar, ½ teaspoon of salt and pepper in a medium bowl to create the sherry vinaigrette dressing. Add the greens, pistachios, and chile and toss and coat.

Nutritional Information (1 cup)

Calories 260	Total Carbohydrate 17.8 g
Saturated Fat 2.7 g	Dietary Fiber 5.1 g
Total Fat 19.8 g	Sugars 7.2 g Protein 5.1 g
Sodium 665 mg	

For other great recipes cooking classes and cookbooks, check out the KRNC website at www.nutritioncenter.colostate.edu



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PET HEALTH

You are what you eat, and so are your pets

Professional advice to keep your pet’s diet healthy

By Dr. Jonathan Stockman

Whether your pet is perfectly healthy, overweight or ill, diet plays an important role in helping animals feel their best.

It’s always best to consult with your veterinarian for reliable advice on what to feed your pet — in part because many owners are concerned about the ingredients used in pet food manufacturing, yet much of the information available online is inaccurate and misleading.

Below are some common questions we hear in the Clinical Nutrition Service at the James L. Voss Veterinary Teaching Hospital.

I prefer to cook food for my dog rather than giving him store-bought dog food. Is this safe?

While home-cooked diets may provide a healthful substitute for commercial diets, it is important to ensure the food provided is complete and balanced so no nutritional deficiencies arise over time. Have the recipes you plan to use evaluated by a veterinary nutritionist to ensure nutritional adequacy.

Avoid ingredients that may be toxic for dogs and cats, such as onion, garlic, grapes, raisins, chocolate, and macadamia nuts.

I am trying to help my pet lose weight, but so far have had no success. What am I doing wrong?

Recent surveys estimate up to two-thirds of pet dogs in the United States, Europe and China are overweight or obese. While some cases of obesity may be linked to specific medical



Healthy treats can be part of your pet’s diet, but keep an eye on excess calories.

conditions, such as hormonal diseases, in most instances, excess calorie intake causes the weight gain and excess fat mass.

Overweight and obese conditions long have been recognized as risk factors for secondary health problems, such as urinary tract infection, diabetes (in some species) and even cancer. Excess energy intake – eating more calories than are burned per day – is associated with a shorter life span in dogs, as well as other species. Obesity may also exacerbate existing conditions, such as orthopedic disease, heart disease, and respiratory disease.

Calorie restriction is the key for weight loss. While increased physical activity may help with weight loss and with maintaining muscle mass, it cannot replace dietary management.

A prescription weight-loss diet is the preferred approach in the management of weight loss. Prescription diets are formulated to provide all the needed nutrients as overall intake is restricted. Prescription weight loss diets also include strategies to address satiety and begging behaviors in pets.

How do I know if the diet I buy in the store is of good quality? What should I look for?

It is difficult to judge pet food’s quality by looking at the label. Also “quality” may mean different things to different people and for different pets. For example, many people think that a high-protein, highly digestible diet is of better quality, when in fact, excess protein may not be beneficial, and at times, high-fiber foods are more suited for only some dogs and cats.

While specific dogs and cats may be sensitive to certain ingredients, such as corn, grains, or wheat, these are not inherently harmful. They provide fiber, vitamins, and energy in the diet.

Commercial pet food is regulated by the Food and Drug Administration, which requires that “all animal foods, like human foods, be safe to eat, produced under sanitary conditions, contain no harmful substances, and be truthfully labeled.”

Verify that the pet food label has an adequate rating by Association of American Feed Control Officials.



Dr. Jonathan Stockman is a board-certified veterinary nutritionist who joined the CSU the James L. Voss Veterinary Teaching Hospital in 2016 after three years as a senior researcher in the Waltham Centre for Pet Nutrition in the United Kingdom.

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CSU employees can give to charities via payroll deduction

Dear CSU Colleagues:

The Colorado Combined Campaign is our one opportunity each year – as employees of the State of Colorado – to make personal charitable contributions via payroll deduction. Last year, Colorado state employees donated more than \$1 million to the statewide campaign, supporting more than 600 non-profit charities. CSU faculty and staff were the most generous contributors to the entire statewide effort, donating more than any other state agency or university.

As chairs of the University employee councils, we are proud to lend our support and encourage your participation in the 2016 Colorado Combined Campaign. CSU takes part in this campaign to offer employees the convenience of giving to their favorite charities by payroll deduction. What we give through the campaign comes back to help make our communities stronger and healthier, benefiting charities that feed the hungry, aid the sick, promote arts and culture, support victims of disaster and much more.

The 2016 Colorado Combined Campaign at CSU

will run through the end of December. You will receive your paper pledge form through your department in the next few days, and all University departments also will have a copy of the CCC Resource Guide, which lists the charities to which you can contribute. If you prefer, you can also make your donation online at www.facultyandstaff.colostate.edu/ccc.aspx.

Once again, all CSU donors will be entered in a drawing for a free CSU parking permit for next year, donated by Parking & Transportation Services, as well as other great incentive prizes as a “thank you” for participating in the campaign.

The choice of whether to give – and to what organizations – is completely up to you, and that information is kept confidential to the extent possible. But every gift helps, and we hope you will remember that even gifts of just a few dollars add up to make a big difference.

The CCC is a great tool for giving to charities outside of CSU. Though some CSU organizations are part of the CCC, if you wish to give to CSU programs, please do so directly through the university, which can

also be done through payroll deduction. You can do this at giving.colostate.edu.

CSU faculty and staff have contributed more than \$2 million to charity through the Colorado Combined Campaign since our campus first participated in the year 2000. And while this seems like a lot, it barely scratches the surface in terms of the needs that are out there. Colorado charities need our help – so let’s show them, once again, that CSU cares. Please join us in lending a hand today by making a pledge to the Colorado Combined Campaign.

Toni-Lee Viney

Chair, Administrative Professional Council

Stacey Baumgarn

Chair, Classified Personnel Council

Dr. Mary Stromberger

Chair, Faculty Council

Honorary Co-Chairs of the 2016 Campaign

2017 Martin Luther King Jr. March Leaders

The planning committee for the 2017 Martin Luther King Jr. Celebration is seeking nominations for community activists, leaders and volunteers to serve as March Leaders.

The theme for the 2017 Celebration will be “Justice Now” and they hope to have March Leaders who are active change agents in Northern Colorado. They are looking for people who are working to achieve equality and justice for all through their efforts, and can be leaders in a formal or informal setting.

The March will take place on Monday, Jan. 16, 2017. It will start at 11 a.m. in Old Town Square Fort Collins and proceed to the Lory Student Center for the MLK Celebration. March Leaders will be recognized and help lead the march from Old Town to Colorado State University.

If you or someone you know may be interested, contact **Ali Raza** (ali.raza@colostate.edu) for an application. The deadline to apply is **Friday, Nov. 18 at 11:59 p.m. Mountain Time**.

Older adults needed for exercise research

Researchers in the Department of Human Development and Family Studies are seeking middle-aged to older adults (age 50 and up) to participate in an eight-week exercise and education program that teaches new ways to facilitate healthy aging.

Sufficient evidence proves physical activity is one of the best methods to promote healthy aging, and the newly developed AgingPLUS program aims to provide participants with helpful insight into how they can use exercise in their own aging process.

The program combines exercise with education and takes two hours per week for a total of eight weeks.

Sessions begin Nov. 29 and Dec. 2, with additional sessions scheduled to start in January, dates to be announced. The program will continue through the summer of 2017.

You may be eligible for participation if you are above age 50, do not currently exercise on a regular basis, are healthy enough to start an exercise program and are willing to attend all four sessions and complete all tasks.

Individuals who participate and complete all aspects of the study will have all fees paid for and will be entered into a lottery for a \$20 gift certificate.

The study director is Professor Manfred Diehl. If you are interested in participating or would like more information, contact project coordinator Chelsea Kline at adaptresearch@colostate.edu or (970) 491-5001.

This program has been approved by CSU’s Institutional Review Board, Protocol # 13-4679H.



Dining Services is proud to recognize MEL LIDDELL, Line Supervisor at the Allison Dining Center, as the October 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.

Mel was nominated by the Allison team for her “amazing customer service with our students and guests.” According to her supervisor Tina Kelley, “Mel cultivates meaningful relationships with the students; greeting them by name every day and learning about their struggles and successes. Mel has a special connection with the students. She enjoys joking with them and helping them feel at home away from home.”

The department receives many comment cards about Mel thanking her for her smiles and laughter. Tina also noted that, “It’s not unusual for a student to bring their parents in to the dining center just to meet Mel!” Great job, Mel! We’re glad you’re on our team!

Congratulations!

BOOK REPORT

Bernard Rollin authors new animal ethics book

Philosophy professor argues for common sense

By Mary Guiden

Colorado State University Distinguished Professor Bernard Rollin has spent the last 45 years working relentlessly to raise awareness about how animals are treated on farms, in laboratories, in rodeo arenas, on hunting grounds and in slaughterhouses.

He helped to establish legislation to control pain for animals in research and played an instrumental role in eliminating the use of sow stalls or gestation crates, which he has called “one of the most egregiously inhumane housing systems” in agriculture.

Rollin explores these triumphs in *A New Basis for Animal Ethics: Telos and Common Sense*, a book published in September by University of Missouri Press.

The ancient Greek philosopher Aristotle placed an emphasis on telos, defined as an “end” or “purpose,” to explain the world we live in. Rollin presents the philosophical background behind telos and why it matters, and demonstrates with stories, anecdotes and data why common sense is an important basis for understanding animals, their needs and their wants.

Rollin arrived at CSU in 1969 to teach philosophy and began teaching courses in medical ethics; this evolved into teaching ethics in veterinary medicine. He began teaching a course in veterinary medical ethics in 1978; it is the first class of its kind at the university level, and the course has been a mandatory part of the curriculum since that time.

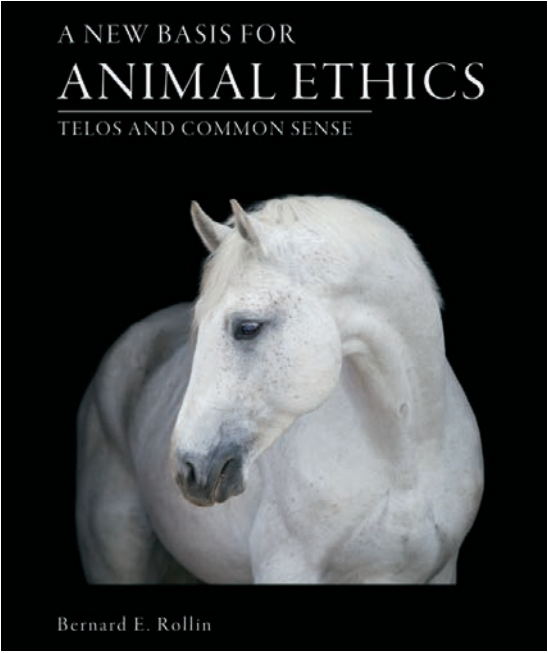
“Bernie Rollin is a philosopher whose head is most definitely not in the clouds,” said Wayne Pacelle, president and CEO of The Human Society of the United States, said about the new book. “He’s given us a lucid, compelling blueprint for how to reimagine our relationship with animals, driven by a social ethic that is common to us all and filled with common sense.”

Rollin is a professor of Philosophy, Animal Sciences and Biomedical Sciences in the College of Veterinary Medicine and Biomedical Sciences. A University Distinguished Professor, he is the 2016 recipient of the Lifetime Achievement Award for Excellence in Research Ethics from the nonprofit Public Responsibility in Medicine & Research. Rollin is the first award recipient recognized for animal care and use, and only the eighth person to receive the award since 2001.

The award recognizes individuals who have made extraordinary contributions to the field of research ethics and, more specifically, honors people whose work has been seminal, exemplary and the embodiment of a commitment to advancing research ethics. Rollin said he’s given 1,500 lectures around the world during his career, including animal welfare talks to nearly 40 veterinary medical schools and colleges in North America.

Among his many far-reaching accomplishments, Rollin and two CSU veterinarians, Harry Gorman and David H. Neil, were responsible for building pain control for laboratory animals into federal law. He was also among those who convinced Smithfield Foods — the world’s largest pork processor and hog producer — to phase out small metal sow stalls used to confine pregnant pigs; while in the crates, sows were often injured and suffered from major depression.

Rollin is the author or co-author of 20 books, including *Animal Rights & Human Morality*; *The Experimental Animal in Biomedical Research: A Survey of Scientific and Ethical Issues for Investigators*; *Farm Animal Welfare: Social, Bioethical and Research Issues*; *An Introduction to Veterinary Medical Ethics: Theory and Cases*; and *Putting the Horse before Descartes: My Life’s Work on Behalf of Animals*.



Bernard Rollin @ CSU Bookstore's Author's Corner

**Lower Level of the CSU Bookstore
Wednesday, Nov. 9, at 3:30-5:00 p.m.**

The book is available at the Bookstore, through University of Missouri Press, and Amazon.com.

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