



## Diversity Symposium



### WHAT'S LEARNED HERE, LEAVES HERE

By Veronica Bass

Creating a climate of diversity and inclusion at every level on campus is a priority for Colorado State. The growing importance of the issue is reflected in the continued growth of the annual Diversity Symposium, now in its 16th year.

"It was only a one-day session back 16 years ago," said organizer Ria Vigil, director of diversity education and training through the Office of the Vice President for Diversity. "Today it is a full three days of sessions highlighting three or four different keynote speakers."

This year the symposium offered 54 different sessions, all free and open to the entire community, Sept. 19-22. Organizers also coordinated with the President's Sustainability Committee and Morgan Library to

present nationally known speakers, also free and open to the public, to extend the reach of the symposium throughout the week.

Session topics ranged from how to communicate effectively and intentionally around topics of diversity to what the results of the latest National Survey of Student Engagement tell us about the existing campus experience and where there is room for improvement.

Vigil said she hopes the events continue to grow each year so more members of the community can share the experience, and take it into their everyday lives.

"Not only is it a great opportunity to show and express our commitment to diversity and inclusion," Vigil said, "I think it's just a great opportunity to host conversations and dialogue."

As Coordinator for Diversity and Inclusion for

Residence Life Stephanie Zee put it: "What happens here stays here, what's learned here leaves here."

#### Meaningful Contributions

Zee teamed up with Karissa Stolen, who coordinates social justice and diversity workshops through the College of Business Office of Undergraduate Programs, to present "Beyond Thoughts and Prayers: Alternative Ways to Stand in Solidarity."

This session was an opportunity to discuss various movements regarding diversity, oppression, equity and oppressed populations, and how those concerned about these issues can make meaningful contributions.

"I would love for this session to continue next year," Stolen said. "We're having conversations about why certain movements are receiving more attention than other movements."

Zee has presented at the symposium for the past few years and believes the event has room to expand because there are so many unexplored avenues of these topics.

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C.B. & Potts welcomes home a familiar face.

# APPLAUSE

## ACADEMIC COMPUTING AND NETWORKING SERVICES

**Joanna Zwack**, manager of the University’s data center, was awarded a 2016 Technology Exchange Gender Diversity Scholarship by Internet2. The scholarship recognizes talented individuals seeking opportunities to gain hands-on technical experience by attending the national Internet2 Exchange, in Miami this year, and spotlights women in the field of IT and their efforts to use technology to serve the faculty, staff and students of their individual institutions.

## COLLEGE OF ENGINEERING

**Ron Sega** will be inducted into the Colorado Space Heroes Hall of Fame, in recognition of his work as a NASA astronaut (he spent 17 days in space in the 1990s); as director of Systems Engineering at CSU; as director of research engineering at the Department of Defense; and for his leadership as Under Secretary for the U.S. Air Force and in the Reserve as a retired Major General. The induction gala takes place Oct. 7 in Denver, during World Space Week.

## COLLEGE OF HEALTH AND HUMAN SCIENCES

Professors **Susan Baker** and **Garry Auld** and research associate **Kathryn McGirr** of the Department of Food Science and Human Nutrition won the 2015 Best Article Award from the Journal of Nutrition Education and Behavior. The article reported on an evaluation of Eating Smart • Being Active, a curriculum that has been adopted by 40 states and is the most widely used in the field. Baker led the team that developed ESBA.

**Susana Muñoz**, assistant professor in the School of Education, was recently honored by the federal government for her work on access, identity and college persistence for undocumented Latina/o students. Muñoz was featured in a series of question-and-answer profiles written by Emmanuel Caudillo, senior advisor for the White House Initiative on Educational Excellence for Hispanics in the U.S. Department of Education.

## COLLEGE OF NATURAL SCIENCES

**Roger Culver** inspired thousands of students, contributed to astronomy research, and helped to create a

new metric for light pollution over a half-century at CSU. On his official retirement from the Department of Physics this summer, he was feted with a celebration and the naming of a little piece of our solar system in his honor: Asteroid 29874 Rogerculver.

## CSU HEALTH NETWORK

The **CSU Health Network** has been honored by NASPA, the national association for student affairs administrators in higher education, for its You@CSU program. The online wellness portal, developed in partnership with Grit Digital Health in Denver, will receive the NASPA IV-West award for best Campus-Based Video/Computer Software at the organization’s conference in November. Since its launch in February, the site has attracted more than 11,300 visitors.

## WARNER COLLEGE OF NATURAL RESOURCES

**Kurt Fausch** recently received the American Fisheries Society Award of Excellence, the organization’s highest award. It has been awarded annually since 1969 to recognize outstanding lifetime contributions in the fields of fisheries science and aquatic ecology.

## OFFICE OF VP FOR DIVERSITY

**Audrey Gramling**, chair of the Department of Accounting in the College of Business, and **Toni-Lee Viney**, undergraduate academic advisor in the College of Engineering and chair of the Administrative Professional Council, have been selected to attend this year’s Academic Management Institute. AMI, now in its 31st year, serves women in higher education who show potential to assume leadership positions on campus by proving four two-day seminars throughout the year on topics including managing change, effective leadership, diversity and inclusion, and career development strategies. The President’s Commission on Women and Gender Equity provides funding for AMI participants.

## 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](mailto:CSULife@colostate.edu) for inclusion in our Applause section.

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# Shared Governance dreams big to Re-Envision CSU

By Jessica Cox, AP Council

Last fall, Colorado State University President Tony Frank launched Re-Envision CSU, an initiative that charged the CSU community to consider the legacy we wish to leave for future generations of CSU students, faculty, and staff.

Dr. Frank revisited this initiative during this year’s Fall Address, reminding us to “...continue to focus on the fundamentals of our academic mission and the legacy we all sustain – a legacy that requires us never to shrink from re-imagining how we can do better – how we can be better – in every dimension.”

One of the goals of Re-Envision CSU is to continue to push for excellence beyond what we have already achieved. Despite adversity, and to pursue this future of excellence, Dr. Frank maintained that it is the spirit of CSU to act – to do something, rather than be content with inaction.

The Re-Envision CSU process is being led by Faculty Council, Classified Personnel Council, Administrative Professional Council and ASCSU.

### Phase One

Discovery and Listening has just come to a close. During this stage, CSU constituents were encouraged to submit answers to several questions:

*What one change could we make today to benefit the CSU of the future?*

*What is your brightest hope for CSU?*

*Imagine that you won the Powerball lottery, and the only requirement was that you had to use the money to help CSU do a better job of fulfilling its land-grant mission of teaching, research, and engagement. How would you spend that money?*

During the APC Summer Retreat, the council participated in a brainstorming session in which no idea was too big or small for the Re-Envision Campaign. Everything from an increased focus on diversity initiatives and work-life balance to creating a community vegetable garden on campus were discussed.

### Phase Two

Reflection, Analysis, Prioritization is taking place through November, during which time the Center for Public Deliberation will help sort through and debate the more than 400 ideas proposed by CSU constituents in response to questions posed during Phase One. From here, the responses will be pared down and specific ideas to take action on will be identified.

### Phase Three

Planning, Budgeting and Implementation will begin in November, with the identified ideas in mind.

### Want to get involved?

Contact your representative council for information on future Re-Envision CSU opportunities:

**Administrative Professional Council**  
ToniLeeViney@colostate.edu

**Classified Personnel Council**  
Stacey.Baumgarn@colostate.edu

**Faculty Council**  
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# C-ALT: Improving students’ learning experiences

By Jeff Dodge and Happy Bennett

James Folkestad, a professor in the School of Education and director of Center for the Analytics of Learning and Teaching, wants to help faculty and graduate students across campus improve student success using a variety of approaches to technology and analytics.

And he’s starting with some of the tools already available, through the Canvas learning management system.

Canvas tracks students’ online “data trails” and can give faculty clues on their learning behaviors, like how motivated they are or how well they are mastering material. Maybe the time it takes students to answer a question on a quiz can signal a content area they are having difficulty with.

It’s still early in the process, Folkestad said, but by looking at the digital patterns exhibited by students who succeed and those who struggle, C-ALT aims to create a kind of early warning system to help faculty identify opportunities to provide personalized direction for students to succeed sooner.

“We want to do more,” he said. “What do we do when a student is not engaged? Is it financial? Are they homesick? How can we detect learning behaviors or patterns of engagement through homework, assessments or video presentations to form learning and mentoring opportunities?”

Folkestad, who has created videos about the C-ALT effort, acknowledged that a challenging part will be collecting and synthesizing the data. But he added that once one faculty member completes that piece and shares lessons learned with others, instructors will be able to build their own ways to collect data and improve their teaching/learning processes.

**A case study in calculus**

For instance, in one of the center’s first projects, Folkestad is working with C-ALT Research Fellow and Assistant Professor Mary Pilgrim of the Department of Mathematics and her graduate student Ben Sencindiver to analyze an entry-level Calculus class (Math 160).

The percentage of CSU students who withdraw or finish with grades of D or F in Math 160 is higher than the national average for the course.

“If a student never signs in to look at the homework, is that an indicator?” Sencindiver asked. “If they pause a video, does that mean something? Are they trying to learn the material or just trying to get through it?”

Pilgrim said they are still in the data-gathering phase, so identifying the possible red flags is still an open question.

“This focus on assessment has made me want to be more proactive about giving students the appropriate resource, not just saying, ‘Here’s a bunch of stuff that might help,’” Pilgrim said. “We want to more definitively say, ‘Here’s a resource you should look at.’”

**Faculty-driven effort**

Folkestad also said the center’s practices can be applied across disciplines, in all CSU colleges, and is completely faculty-driven.

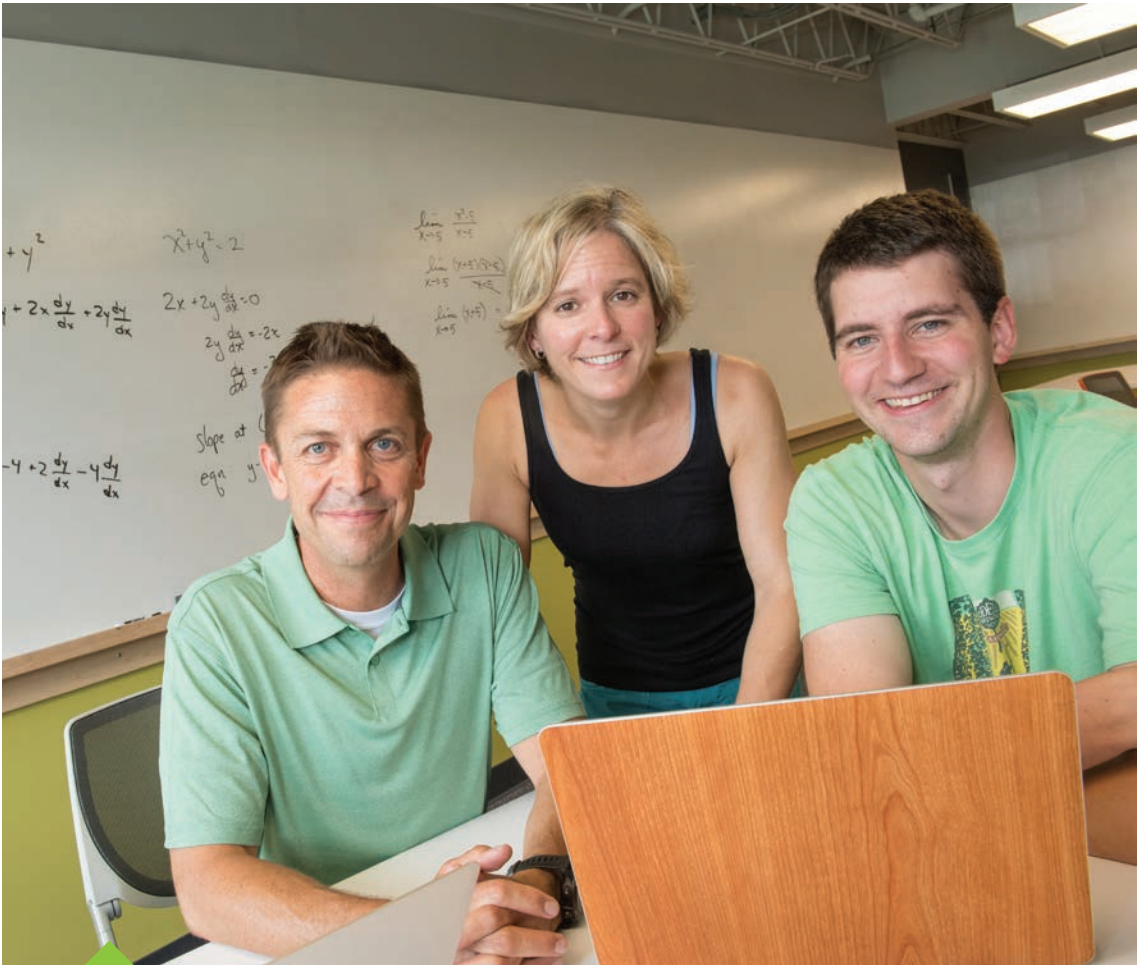
More than 30 CSU faculty and graduate students from all eight colleges have joined C-ALT, which is co-housed in the School of Education and The Institute for Teaching and Learning (TILT). C-ALT members meet monthly as a group to share research findings and discuss techniques that they are experimenting with in their classrooms.

Provost and Executive Vice President Rick Miranda said that the research outcomes will have immediate benefits for students.

“This is work that we all see as very valuable and necessary to advancing our curriculum,” he said. “The opportunity to apply what C-ALT is doing right here at home is worth highlighting.”

Miranda added that CSU is on the leading edge of something big.

“We’re just in the first inning of using these new tools to advance our understanding of student success and how students learn, intervening when necessary,” Miranda said. “We’re at the start of something that’s going to transform how we teach students.”



James Folkestad, Mary Pilgrim, and Ben Sencindiver use learning analytics to boost student success.  
*Photo by John Eisele*



Ria Vigil introduces speaker during the Diversity Symposium. *Photo by Veronica Bass*

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“I love it,” she said. “This is a really great local, professional development. It’s right here on campus, (there are) presenters from our various campus partners, it gives you an opportunity to network with people you don’t get to see.”

Zee and Stolen want to facilitate a comfortable environment where students, faculty and staff can take this workshop as a chance to think critically and decide how they can implement these topics into their daily lives.

“Beyond Thoughts and Prayers: Alternative Ways to Stand in Solidarity” will be repeated on Nov. 3 from 2 to 3 p.m. in Rockwell Hall 119.

**CSU Inspire!**

What happens when you give five researchers each 8 minutes to talk about their work around diversity and inclusion? Inspiration, in the style of a TED talk. CSU Inspire! was presented over the lunch hour on Wednesday, Sept. 21, to a packed house in the LSC Theatre.

Susana Munoz, assistant professor in the School of Education, shared her research on undocumented college students at Inspire! She said she was both excited and anxious to deliver her speech.

“We’re asked to present our research in eight minutes and we’re never short, we’re never concise,” Munoz said.

“So that was the challenge for me, but I’m excited to share my research with others on campus.”

Other inspiring presenters included Cori Wong, director of the Women and Gender Collaborative; Eric Ishiwata, associate professor of ethnic studies, who talked about his work with Somalian workers in Fort Morgan; Elizabeth Ryan, associate professor of environmental and radiological health sciences; and Priscilla Gardea from the Admissions Office, who talked about the importance of outreach and recruitment to groups traditionally underrepresented on campus.

Keynote speakers included Jacqueline Patterson, director of environmental and social justice for NAACP, who talked about the disproportionate way in which climate change is affecting poor communities, especially those of color; journalist Maria Hinajosa, who spoke passionately about the importance of telling the stories of Hispanic and other communities that rarely appear in a positive light in mainstream media; and Bryan Stevenson, an attorney and founder of the Equal Justice Initiative, who discussed some of the powerful forces at work in the American justice system that perpetuate injustice, and how he and others have worked to corrected the situation.



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# Martha Denney, AP emerita and global citizen

Written by Amy Borngrebe

Four years after her retirement from the Office of International Programs, Martha Denney was honored as the first administrative professional in University history to receive emerita status. During her 33-year career at Colorado State University, Denney helped build the Education Abroad program, promoted women’s development in Kenya, and recognized a need for international student services on campus.

Denney started with CSU in 1982. She worked in the Eastern Plains for CSU Extension for a few years, but the majority of her career was spent in the Office of International Programs. In 1986, she accepted the position of Coordinator of International Training where she worked primarily with non-degree-seeking international students.

“We had the highest number of international trainees of any university in the nation,” she said. “It was very challenging.”

Denny started Student Sponsored Programs, which is now known as International Student and Scholar Services. It was one of the first in the U.S. and allowed a student’s sponsor, often a foreign government or corporate entity, to communicate more effectively with the University and the student.

“When working with international students and their sponsors, there were sometimes conflicts because there was no model of communication,” Denney said,



Martha Denney at a Young Iraqi Leaders award program in 2012.

abroad adviser. After four years, Education Abroad became its own unit and had more than 800 students participating.

“It felt like digging a foundation with a teaspoon for three years,” she said, “I just wanted every CSU student to know that study abroad is an option.”

Denney also helped develop the integration of the International Studies major into the university curriculum, and assisted in the attainment of strategic relationships and help shape a protocol for monitoring international

the United States Agency for International Development, she spent many years traveling to Kenya and Russia, promoting women’s rights and development. She became a member of the National Association of Foreign Student Advisers, serving as the chair of the International Development Committee.

“My involvement with NAFSA helps me stay involved as well as meet and build relationships with people that are able to help me in an informed way,” the retiree said.

## Emerita nomination

Denney was nominated for Administrative Professional Emeritus status in May 2015 by Vice Provost for International Affairs James A. Cooney.

“Martha dedicated her career to advancing the internationalization of the student experience at CSU, from promoting and working with both incoming international students and outgoing study abroad students, to integrating internationalization into the curriculum,” Cooney said. “I believe awarding this new designation to Martha sets the bar high for those administrative professionals that will follow in her footsteps.”

Denney was very touched by receiving the designation and continues to give back to the international community since her retirement.

Since her retirement in 2011, Denney

## AP Emeritus/Emerita

Since 2015, Administrative Professionals holding a senior or advanced rank who have completed 10 years or more of outstanding and distinguished service to Colorado State University have been eligible, at the time of their retirement, for an emeritus/emmerita title. They must have honorably and consistently demonstrated extraordinary and meritorious contributions to the fulfillment of the mission and programs of the University, with a lasting positive impact for the University. Eligible candidates may request the designation at retirement, or may be directly nominated by their director, department head, dean, or vice president. The final decision on granting emeritus/emmerita status will be made by the Board of Governors.

has stayed involved with NAFSA and serves on the Board of Directors for the Fort Collins Global Village museum, a project she helped found. She spends half of the year in Hawaii where she offers cross-cultural training to the community. She also remains very close to the Samburu people in Kenya.

“You spend your life building a body of knowledge around something and you feel an obligation to contribute to the greater good, stay involved with the local community, and contribute to make things better,” she said.

Denney says her favorite thing about her career was the fun she had with the many people she met from all over the world.

“In my career, I met a lot of great people and it showed me other ways to think about things,” she said. “It was my window to the world.”

“I just wanted every CSU student to know that study abroad is an option.”

“Sponsored Student Programs allowed for more formal communication between faculty and sponsors.”

Seven years later, Denney was asked to head the International Education department, now known as International Initiatives. Her main goal was to grow CSU’s Education Abroad program, which at the time had fewer than 100 students participating. She had two other staff members, including a work-study student serving as the department’s first study

partnerships, all on a limited budget.

“I was looking to build natural relationships that were strategic to the institution,” Denney said, “I was building a foundation with no outside funds so it would be sustainable.”

During her time with International Programs, Denney received a master’s degree in early childhood education and spent two years in Swaziland working on youth development in the country. Through

## 2016 Veterans Symposium Focuses on Transition

Join Colorado State University for the biennial Veterans Symposium, focusing on the transition from higher education to the workforce, Oct. 24-25, 2016.

The keynote speaker will be Teresa W. Gerton, Deputy Assistant Secretary for Veterans’ Employment and Training Service, U.S. Department of Labor. The symposium will feature critical information and discussion opportunities for student-veterans and employers, as well as keynote speakers, breakout sessions, panel discussions, and a student-veteran and employer networking session.

Learn about economic opportunities veterans can bring to your community and how institutions of higher education can empower veterans and enhance career opportunities for student-veterans.

For more information and to register go to <http://veteransresources.colostate.edu/veterans-symposium/>



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Friday, October 21

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# University updates policy on drones on campus

By Robert Schur, JD

The Colorado State University Office of Policy and Compliance has announced a new University policy governing the use of unmanned aircraft systems (UAS or drones) on campus. The policy is an update of the existing one in the CSU Facilities Use Manual and is needed to help the campus community understand and comply with new Federal Aviation Administration regulations on drones.

These new regulations make it much easier than it was in the past to obtain permission to fly a drone, but are still demanding and complex. Along with the policy, OPC has provided a set of FAQs as guidance in applying the policy.

The policy recognizes the importance of supporting the increasing uses of drones for research, academic, and University business purposes, as well as the recreational activity that has been exploding on the national scene. Primary considerations for the policy were to assure legal compliance, provide insurance protection for official CSU drone use, and protect the safety and privacy of the campus community.

Drone enthusiasts usually buy these crafts for fun, a lot like remote-controlled model airplanes, but drones are considered aircraft under the law. Much of the time, they're used to carry video cameras to get a bird's eye view of the world.

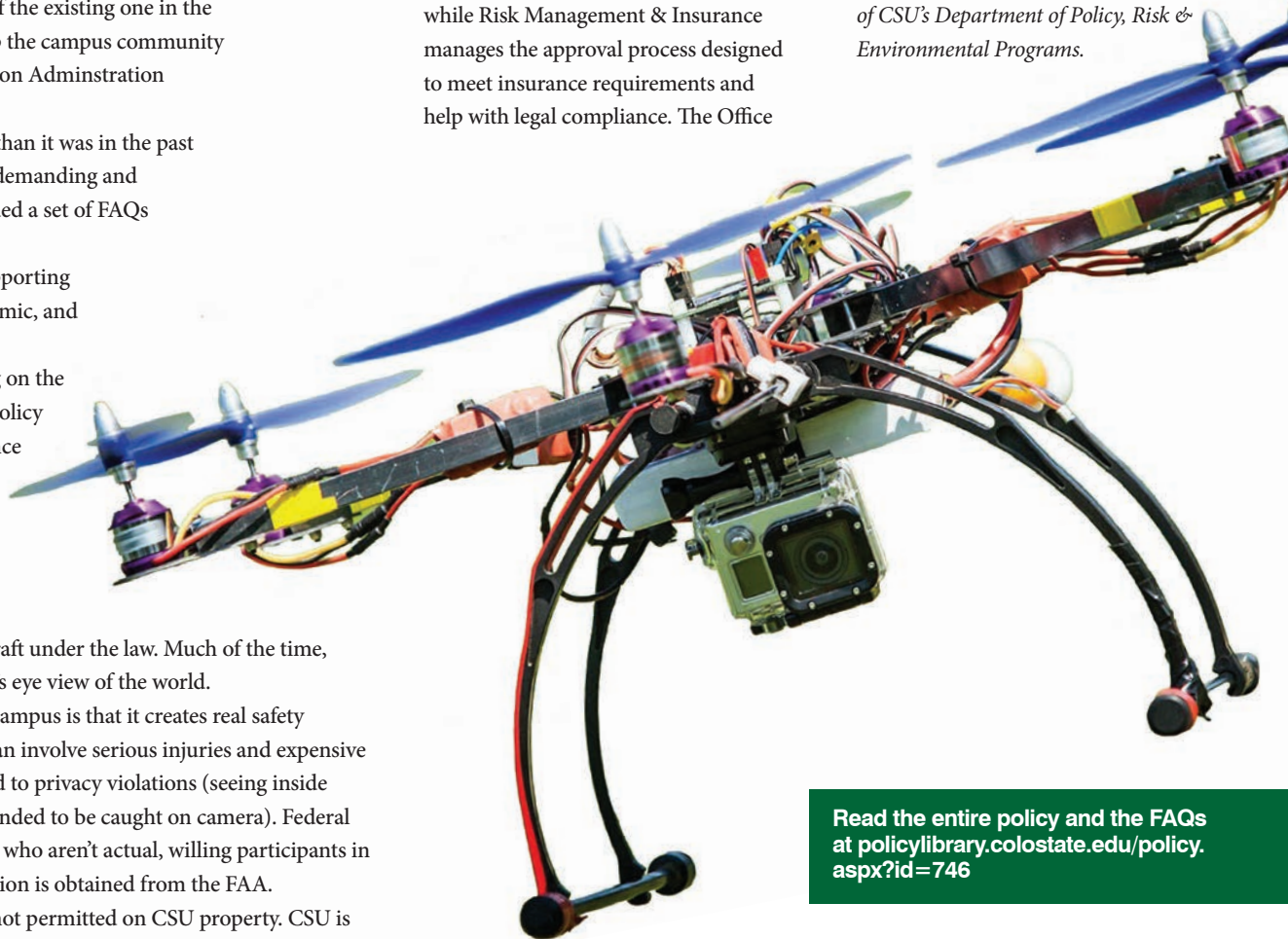
The problem with this hobbyist use on our campus is that it creates real safety concerns — drone accidents are common and can involve serious injuries and expensive property damage — and has the potential to lead to privacy violations (seeing inside buildings or recording people who have not intended to be caught on camera). Federal law actually prohibits flying a drone over people who aren't actual, willing participants in the operation of the craft, unless special permission is obtained from the FAA.

As a general rule, hobbyist use of drones is not permitted on CSU property. CSU is

working with researchers to identify areas where they can fly drones for projects. Under the policy, Facilities Management manages the scheduling of such areas, while Risk Management & Insurance manages the approval process designed to meet insurance requirements and help with legal compliance. The Office

of General Counsel also helps CSU researchers and departments navigate the sea of aircraft regulations.

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



Read the entire policy and the FAQs at [policylibrary.colostate.edu/policy.aspx?id=746](http://policylibrary.colostate.edu/policy.aspx?id=746)

## Congratulations!



Dining Services is proud to recognize TAYLOR GLASS, Lead Cook at the Durrell Dining Center, as the September 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.

Taylor was nominated by the Durrell student management team for his positive attitude and willingness to help the student workers. According to Student Manager, Colleen VanDyke, "Taylor is always friendly and helpful and is a huge support to our trainer staff. He doesn't hesitate to stop what he's doing to lend a hand; even if it's working in the dish room. The trainers and student employees would like to extend a special 'thank you' to Taylor for all his help!"

Great job, Taylor! We're glad you're on our team!

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# Looking at 40 from a different perspective

By Jim Rodenbush

I have two clear memories growing up of those close to me celebrating their 40th birthday.

The first was my dad, whose family chose to mark the occasion by taking out an ad in the local, small-town newspaper. There, for the town to see, was a photo of him as a child under the screaming headline, “Lordy, lordy, look who’s 40!”

A few years later, it was my Aunt Renee’s turn. A family gathering came just before her birthday and it wasn’t until

much later that I understood the significance of the button she wore on the day. In big, bold letters, it said “39 forever.”

In both instances, I remember thinking the same thing. My dad. My aunt. Boy, were they old.

Now here I am, days away from the big day. By the time this makes it to print, it’ll be official. I will be a 40-something, and certain to be ancient in the eyes of 10-year-olds everywhere.

But how I see turning 40 has definitely changed in the 30-plus years since I first understood its significance. For starters, are you calling me old? I’m sure glad I didn’t say what I was thinking way back when. But mostly I’m left with questions – you’ll find those in italics below – that leave me wondering why this milestone birthday should even be considered a milestone at all.

They say life begins at 40. That’s a big deal, right? In fact, they say it a lot. Enter the search term into Google and you receive more than 15 million returns, complete with photos, T-shirts, graphics and enough memes to kill hours on the Internet. The phrase has its roots in the early 20th century and is largely credited to Walter B. Pitkin, whose 1930s self-help book by the same name was influential during

a period when life expectancy was rapidly increasing. Since then, it’s also been the title of a movie, at least two songs, a TV series and many others book and novels.

To all of this, I say fantastic. It’s clear a big transformation is coming for me when I wake up Sept. 29. I for one can’t wait.

Does this mean I’ll now have all the answers to life’s questions?

That’s a relief. Generally, “What’s for dinner?” “What did you think of the newspaper?” and “Do you know what your son did?” is about all I can tackle in one day.

Does this mean I’ll be an actual adult now?

I pay my taxes on time, was really excited about putting a new roof on my house and plan to vote in the November election, but I’m still not sure what being an adult feels like. Will 40 provide the answer? Because if it feels like this, then being an adult and being a 20-something college student are pretty close.

Does this mean my real life will begin?

Free of stress? Lacking in chaos? Filled with clarity and all the free time I can stand?

I don’t know, it sounds boring to me.

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



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# Rickard named new faculty ombuds

By Dell Rae Ciaravola

The Office of the Ombuds and Employee Assistance Program is expanding to include a part-time ombuds dedicated to serving faculty needs. Associate professor Kathy Rickard from the psychology department will serve as an additional resource for faculty who seek informal resolution to workplace conflicts and concerns.

“I am very pleased to welcome Kathy in this new, important role serving faculty at CSU,” said Lanai Greenhalgh, university ombuds and office director. “Her knowledge of CSU and deep understanding of faculty issues is an asset to the office and the university as a whole.”

In her role as faculty ombuds, Rickard will assist faculty members in resolving workplace conflicts by listening to concerns, exploring informal and formal options, providing information about relevant policies and procedures, facilitating conversations about solutions and informally mediating disputes.

“I am excited about joining the Ombuds Office and I am hopeful that in this role I will be able to make a difference to some individuals who may not otherwise have a place to go,” Rickard said. “I have spent more than three decades of my life as a faculty member at Colorado State, and I recognize that the role presents its own challenges and unique pressures. It is clear to me that positive leadership and affirming and supportive policies are important, as is facilitating changes in policies that are not serving the organization and its faculty. The faculty ombuds has access to all levels of individuals at the university, and I look forward to the type of consulting that this role can provide.”



Rickard also cited opportunities to observe and contribute to conflict resolution through her work as a clinical psychologist, and the importance of a safe and confidential place to explore issues and resolutions.

Rickard has a long-standing commitment to Colorado State University, where she has been a faculty member in the Department of Psychology since 1983. She also has been a clinical psychologist in Colorado since 1983, and is a member of the International Ombudsman Association. Rickard earned her Ph.D. in clinical psychology and her master’s degree from the University of Georgia, and received her bachelor’s degree from the University of Alabama. She completed her internship at the Brown University School of Medicine.

### New position result of campus committee work

The Office of the Ombuds, in conjunction with the Provost’s office, would like to acknowledge the work of the Standing Committee on the Status of Women Faculty for bringing this position to fruition, Greenhalgh said.

“We would like to thank the Standing Committee on the Status of Women Faculty for their work in advocating for the establishment of this position and seeing it through,” said Dan Bush, vice provost for faculty affairs. “The committee has done an outstanding job bringing the faculty perspective to the forefront.”

“The Standing Committee on the Status of Women Faculty is pleased that the university supports our recommendation for a faculty ombuds position,” said Irene Vernon, chair of the committee. “We believe it provides

### OMBUDS OFFICE WORKS TO RESOLVE WORKPLACE CONCERNS

The university ombuds office is a confidential, informal and impartial resource for all employees – faculty and staff – who are seeking solutions to workplace conflict, concern and issues. The office strives to ensure that employees are treated with respect while helping resolve issues, and is committed to confidentiality, neutrality, informality and independence from other offices and structures the university.

faculty with more options in resolving workplace conflicts related to faculty issues.”

The faculty ombuds has the support of CSU’s president, provost and administration, but is not an advocate for any individual or the institution. The person in the position is an advocate for fairness and just practices, who acts as a source of information and referral and takes an active role in assisting in the resolution of concerns and critical situations.

Faculty wishing to schedule an appointment with Rickard can call (970) 491-5121 or email [Kathryn.Rickard@colostate.edu](mailto:Kathryn.Rickard@colostate.edu).

# 2016 HOMECOMING AND FAMILY WEEKEND

Homecoming & Family Weekend is the time of year where we all come together to celebrate the past, present, and future of Colorado State University. Everyone is invited to join in the celebration.

## THURSDAY, OCT. 6

- ◆ Distinguished Alumni Awards Dinner

## FRIDAY, OCT 7

- ◆ 50 Year Club Luncheon
- ◆ Festival on the Oval
- ◆ Homecoming Parade –Capture Your Moment
- ◆ Reunion Receptions – for the list of scheduled reunions visit [homecoming.colostate.edu/reunions](http://homecoming.colostate.edu/reunions)
- ◆ Friday Night Lights pep rally, bonfire and lighting of the A
- ◆ B/AA & El Centro 40th Anniversary

## SATURDAY, OCT. 8

- ◆ Homecoming 5K race
- ◆ Parent and Family Breakfast
- ◆ Homecoming & Family Weekend Tailgate
- ◆ Utah State vs. CSU Football Game





# Commemorative beer to celebrate 50 years

by Griffin Moores

Stalwart Golden Ale. That’s the name of the recently debuted brew built from the ground up by business and fermentation science students on Odell Brewing Company’s new pilot system.

The College of Business led the collaborative effort to celebrate its 50th anniversary and to thank the thousands of alumni who have contributed to the success of the college. Students and graduates from colleges across Colorado State University were also invited to submit their ideas for a name, label design, and idea behind the concept.

Abby Lawson’s striking illustration incorporating the Rocky Mountains, Aggies A, and a proud ram, bubbled

to the top. The 2011 CSU graduate studied graphic design and works as a web designer in Denver, bringing her strong sense of aesthetics to the project.

“Going to school at CSU I’ve always loved Odell’s, and all of the breweries in Fort Collins, so I was really excited to try it out,” said Abby, who heard about the contest from a friend in the College of Business.

Abby spent hours researching the label style and estimates it took around 15 hours from start to finish to complete the design. While she was working on the project, Abby looked forward to getting off work with a little extra anticipation so she could go home and make progress on the illustration.

So hearing the news that her design won the contest, and become a part of the group’s effort, was a thrill.

“I’ve seen a lot of collaboration with CSU and other Fort Collins establishments and companies and I think it just shows that small town feel that Fort Collins can have,” said Abby.

“Having all the disciplines work together makes a more rounded product and it makes it a little bit more fun,” Abby added with a laugh. Kimberley Mashek, a College of Business MBA student, was one of the project members, helping to brew and pick out the 100% Colorado-sourced ingredients that ended up in the ale.

“Everybody I know loves beer,” Kimberley said. “If it’s coming from a place where you went to school and got your degree, whether it be an undergrad or graduate program, that just makes you excited.”

The four finalists in the competition were tested by Nielsen, a market research company, against established brands. All of the designs scored high marks for their unique approaches, with some outperforming traditional companies.

*The finalists also included: Jackie and Katie O’Hara (Rockwell’s Golden Laurel – A Celebration Ale); Bryce Kelley, Joe Menaugh, and Jeff Riley (Stalwart Anniversary Ale); and Greg and Katie Ewing (Jubilee Golden Ale).*



**Stalwart Golden Ale**  
will soon to be available  
at Odell Brewing’s Tap Room  
and CSU’s Ramskeller Pub.  
The first tastings will take place  
at the College of Business’  
50th Birthday Bash on Oct. 8  
during CSU’s Homecoming and  
Family Weekend.

## Campus Trivia with Russ Schumacher and CAM the Ram

This month’s winner is Dawn McIntosh, project manager in Information Systems. She knew that Gladys Eddy was instrumental in founding CSU’s College of Business, which is celebrating its 50th anniversary this year. Both an instructor and secretary to President Roy Green during World War II, Gladys pushed to open more classes to women, created the Association of Women’s Studies and helped transform the Department of Administrative Office Management into the College of Business. She served as assistant to the dean until her retirement in 2007 — 70 years after she first started working on campus.

Dawn, who has been with CSU and Information Systems for just 20 years, credited being on campus while Gladys was still here for her wining answer, but she may have had an additional edge: She said she has lived for many years across the street from Sandra Eddy, daughter of Gladys and Willard.

But even people who live elsewhere must remember Gladys’s contributions to CSU, because we didn’t get one wrong answer this month.

For having her answer drawn at random from all the correct entries, Dawn received the coveted CAM the Ram bobblehead autographed by Russ Schumacher, now associate professor of atmospheric sciences and still the winningest Ram to ever appear on Jeopardy! — and a \$10 gift certificate to Mary’s Mountain Cookies.



Russ Schumacher with this month’s winner, Dawn McIntosh and CAM the Ram.

For next month’s question, we’re going up into the foothills.

**Q.** CSU’s TAMASAG Center, at the entrance to Rist Canyon next to the Cache la Poudre River, is the setting for retreats for many campus departments and organizations as well as community groups. What is the origin of the name TAMASAG?

**Email your answer, with October Trivia in the subject line, to [csulife@colostate.edu](mailto:csulife@colostate.edu) by Oct. 21.**



# CATCH & RELEASE

By Jeff Dodge

The C.B. & Potts shark has resurfaced, and it's heading for home.

The iconic 15-foot retired movie prop that hung from the ceiling of Potts' former Campus West location was successfully auctioned off this spring to raise money for CSU's Fermentation Science and Technology Program.

Potts officials announced the opportunity to "Hook the Shark" at the April 9 grand opening of their new Foothills Mall restaurant and taproom. Kiki and Drew Anderson, CSU alumni who had a weekly date night at Potts while in college, paid the winning bid of \$4,000 at the conclusion of the three-week auction.

The 250-pound replica shark, which wears a No. 22 CSU football jersey, had always fascinated the Denver natives.

"We used to wonder who dressed him, and how they washed his shirt," Kiki recalls with a laugh.

When the Andersons learned about the auction, Kiki, who majored in zoology, thought her sister Cammy MacMillan would like the shark because she's a fashion designer who loves oversized objects. MacMillan's collection includes an 8-foot-tall cell phone, large kitchen utensils, massive wine bottles, towering pencils and gigantic aspirin pills. They sent MacMillan a photo of the shark.

"Cammy got so excited, because it was wearing a T-shirt and was huge," Kiki says.

But it turns out that transporting the shark to MacMillan's home in California proved too difficult, so the Andersons have decided to simply donate the money to the FST Program and release the shark back to Potts.

## Homecoming Shark Week

The shark will be suspended from the ceiling at the Foothills Mall location on Oct. 8, and the public is invited at 11 a.m. to enjoy the festivities before the Homecoming football game.

But first, it will swim in CSU's Homecoming Parade the day before, capping off a "Shark Week" campaign by Potts that will feature food and drink specials as well as other festivities.

"We didn't want to take him away from his home," Kiki Anderson says of the decision to return the shark. "He belongs at C.B. & Potts."

But that doesn't mean her sister won't have an ongoing relationship with the shark — at least with its threads. MacMillan, who owns a fashion line called Foxbait, plans to create various shirts for the shark, expanding the current one-jersey wardrobe. Options for the new garb include holiday/seasonal themes, a pink shirt for breast cancer awareness, as well as uniforms of the Broncos, Avalanche and Nuggets, to

be worn on those teams' game days.

"Maybe she could do a white one and a green one, so that we have CSU home and away jerseys," Anderson says.

MacMillan recently came to Fort Collins to see the shark she would be dressing — and to take his jersey home to use as a pattern for future attire. Kiki Anderson says that when they visited the shark in the old Campus West Potts location, they left a memento.

"We wrote the shark a note and put it in his mouth," she says. "We hope it can travel with him like a little time capsule. It said, 'Welcome to the family, we can't wait to dress you!'"







# WILBUR'S TOTAL BEVERAGE WINE & SPIRITS



This month  
featuring:

## The Balvenie *Single Malt Scotch Whiskey*

After taking a visit to The Belvenie Distillery, a small distillery located just outside Dufftown on Spey-side, in Scotland, Mat Dinsmore, highly recommends their single malt scotch whiskey.

“My favorite one is the Balvenie 12 Year DoubleWood,” Dinsmore said. “It’s great whiskey at an affordable price.” The Belvenie Distillery has a long, unique history and is famous today for it’s centuries old traditions of handcrafting single malt Scotch whisky.

The distillery was originally an 18th-century mansion known as the Balvenie New House. In 1892 construction started to turn the home into a whisky business. After 15 months the remodel was complete and the first bottle of whisky was distilled May 1, 1893.

The distillery is still under original ownership, William Grant & Sons, a company that was founded in 1887 by William Grant, who was born and raised in Dufftown, Scotland.

Staying with tradition, The Belvenie still grows its own barley on the 1,000 acre farm, Belvenie Mains, overlooking the distillery. A resident coppersmith maintains the stills to ensure each barrel is in perfect condition and a team of on-site coopers maintain the casks to ensure they are ‘wound and watertight’.

Although distilleries are easy to come by in Scotland, only six of them are floor-malted. Meaning the liquor is produced using an in-house malting floor. The grains are spread

across the traditional malting floor and malt men turn it by hand up to four times a day to prepare it for the kiln. The malting floor is one of the last of its kind in the Scottish Highland.

Wilburs previously stocked its shelves with Belvenie Scotch, but a trip to the distillery only increased support of the product.

*Mat Dinsmore is the general manager at Wilburs Total Beverage in Fort Collins and a proud alum of Colorado State University.*

**The Belvenie Scotch can be purchased at Wilburs Total Beverage in Fort Collins.**



### WITH A TWIST

*Apricot Compote with Scotch Whiskey, over ice cream*

- 1 1/4 lbs ripe apricots - pitted and cut in 1/4" slices
- 1 tablespoon fresh lemon juice
- 1/4 cup organic sugar
- 1/3 cup Scotch whisky
- 1 pint vanilla ice cream
- lemon balm or mint leaves as garnish



Place the apricot slices in a medium heavy bottomed pan. Add the lemon juice and sugar and heat over medium-high heat. Stir well and fast-simmer for 5 minutes, stirring from time to time. The apricots will release their juices and the sauce will become foamy. Turn off the heat, add the whisky and stir well. Transfer to a bowl to cool to room temperature. Serve apricot compote on top ice cream.

Can be made up to 2 days ahead. Cover and refrigerate until ready to use. Serves 4

### Celebrate Fall & Oktoberfest with these beers:

NINKASI	Variety Pack 12 pack btls.....	\$15.99
	Oktoberfest 6 pack btls.....	\$8.99
LEFT HAND	Mountain Mixer, Sawtooth Ale 12 pack btls.....	\$15.99
	Oktoberfest 6 pack btls.....	\$8.99
WARSTEINER	Dunkel, Oktoberfest or Original 6 pack btls.....	\$7.99
ELYSIAN	Night Owl Pumpkin Ale 6 pack btls.....	\$7.99
PAULANER	Hefe-Weizen, Oktoberfest 12 pack btls.....	\$13.99

**Friday Afternoon Beer Tastings:** Try before you buy on Fridays from 3-6:30 at our In-Store Tasting. Check the website for beer of the week.

*Strength • Hope • 100%*  
**10/9/16**

On Sunday October 9th, 100% of all Wilbur’s profit will help local women pay for basic needs and medical bills while going through treatment.

**Stock up for the holidays and help a great cause!**



  
PVH and MCR  
FOUNDATION





CALENDAR

OCTOBER

EVERY WEDNESDAY MINDFUL DROP-IN GROUP

12:10-1 p.m., through Dec. 7  
Lory Student Center Room 324 (Room 322 on Oct. 26)

This group can help participants manage stress, improve focus, boost the immune system, and promote an overall sense of health and well-being. Free to all CSU students, faculty, and staff. No registration is required.

THRU OCT 16 THE BLUE FLOWER, BY JIM AND RUTH BAUER

7:30 p.m. Friday-Saturday,  
6:30 Thursday, 2:30 p.m. Sunday

Bas Bleu Theater 401 Pine St.

An artist sits on a bench in Central Park putting the finishing touches on the book of his life. Suddenly his mind’s eye is thrust back to the maelstrom of events that brought him to that point and the circle of revolutionary artists and lovers who lived through them by his side. *The Blue Flower* weaves together video, cabaret, dance, and humor into a dreamlike evocation of a quest for redemption.

[basbleu.org](#)

THRU OCT 14 THE DIVERGENCE OF LIGHT: WORKS BY DAVANA ROBEDEE AND SHELBY SHADWELL

noon-7 p.m. Monday-Saturday  
Curfman Gallery, main level of Lory Student Center

Both artists look at physical objects and create an experience for the viewer as a way to form connections.

[lsc.colostate.edu](#)

THRU DEC 16 PATRICK NAGATANI’S CHROMATHERAPY PROJECT

10 a.m.-6 p.m. Tuesday-Saturday  
Gregory Allicar Museum of Art  
University Center for the Arts, 1400 Remington St.

These fifty-plus photographs are all staged – fictions played out with actors, sets, and props – the stuff of theatre and cinema. Subjects range from single figures to large ensembles, as well as to species from the animal and vegetable worlds. The images can be funny, dizzying, beautiful.

[artmuseum.colostate.edu](#)

THRU NOV 5 MOTONES VS. JERSEYS

6 p.m. Thursday-Saturday, noon Sunday; tickets include dinner or brunch

Midtown Arts Center, 3750 S. Mason St.

World Premiere! The ultimate ‘60s music battle featuring the music of Marvin Gaye, Smokey Robinson, Frankie Valli and the Four Seasons, The Temptations, The Four Tops, Stevie Wonder, Bruno Mars, Gladys Knight and the Pips, The Beach Boys, Rick James, The Platters, The Flamingos, Herman’s Hermits — to name a few. Who will reign supreme in this amazing night of music? At the end of the show, you decide the winner.

[Midtownartcenter.com](#)

6-8 HOMECOMING AND FAMILY WEEKEND

see page 9 for details

10 KOSHER BISTRO GRAND OPENING

Parmelee Dining Center

Serving lunch 11:30 a.m.-1 p.m. and dinner 5-6:30 p.m. Monday-Thursday. Open to entire campus community.

[housing.colostate.edu](#)

10-14 ACADEMIC INTEGRITY WEEK

TILT, Student Resolution Center and ASCSU team up to build awareness of the importance of having Ramtegrity and the resources available to faculty to help students do the right thing. Presentations will be recorded and become available through the TILT website.

[tilt.colostate.edu](#)

14-23 UBU ROI, BY ALFRED JARRY

7:30 p.m. Thursday-Saturday, 2 p.m. Sunday  
University Center for the Arts, 1400 Remington St.

Often cited as the seminal work of the Avant-garde movement, *Ubu Roi* is part play, part performance art, and part art installation. Originally written and staged – with puppets – to mock a school teacher, *Ubu Roi* is a French allegory about the abuses of the wealthy that includes references to many classical texts...and the rest is poo jokes.

MAY NOT BE APPROPRIATE FOR ALL AGES  
Free for CSU students with ID, \$18 adults, \$8 youth

[Csuartstickets.com](#)

12 CANS AROUND THE OVAL COLLECTION DAY

Bring all nonperishable food and monetary donations to the Oval, where they will be weighed, totaled and collected for the 30th anniversary of the biggest one-day food drive for the Food Bank for Larimer County.

[cans.colostate.edu](#)

12 DALI QUARTET, CLASSICAL CONVERGENCE CONCERT

7:30 p.m. Organ Recital Hall, University Center for the Arts, 1400 Remington St.

With an artist’s grace and a Caribbean soul, the Dalí Quartet is today’s freshest voice in Classical and Latin-American music. Anchored in both Venezuela’s El Sistema and in American classical conservatory traditions, this exciting quartet combines the best of both worlds. Classical Convergence is co-produced by the University Center for the Arts and the Lincoln Center.

\$10 for CSU students with ID, \$20 general public.

[Csuartstickets.com](#)

13 “WHAT IS CHICANO NOIR? - CULTURAL WRITING WITH MANUEL RAMOS

6 p.m. Lory Student Center Ballroom D

CSU alum Manuel Ramos is an attorney and author of seven novels and numerous short stories; his Luis Montez mystery series is set in Colorado. Ramos is also the recipient of the Chico/Latinx Literary Award from the University of California at Irvine. During this free presentation, he will talk about his experience writing literature on Chicanos and crime. He appears as part of National Latinx Heritage Month, presented by El Centro.

17 WOMEN READING @ CSU

Noon-1 p.m., Lory Student Center, Room 382

A book club for CSU employees who identify as women. Three meetings will be held in each fall and spring

semester. Participants can choose which books and meetings to join based on their interest. The first book is *Years of Yes: How to Dance It Out, Stand in the Sun and Be Your Own Person*, by Shonda Rhimes. Funded by the Women and Gender Collaborative Grant Program.

Lindsay Mason, [lindsay.mason@colostate.edu](mailto:lindsay.mason@colostate.edu)

19 INAUGURAL BRAD SHEAFER LECTURE

5 p.m., Lory Student Center Ballroom D

The School of Social Work presents William Elliott III, discussing “Forging Solutions out of Challenges,” in this lecture that builds on the legacy of Brad Sheaffer of strengthening human services.

24-25 VETERANS SYMPOSIUM

Lory Student Center

The theme is “Transitioning from Higher Education to Career,” and features 20 breakout sessions focused on employment issues faced by veterans. Keynote speakers: Teresa Gerton, an advocate for veterans and Department of Defense employees. 12:45 p.m., Oct. 24; Jared Lyon, president of Student Veterans of America. 9 a.m. Oct. 25. Registration required.

[veteransresources.colostate.edu/veterans-symposium](#)

27 SAFE ZONES TRAINING

2-5 p.m., Lory Student Center Room 324

Safe Zone programs exist to reduce homophobia and heterosexism in academic and professional environments. The Pride Resource Center is hosting safe zone training sessions open to any student, department, or office on campus. Registration is required.

[glbtrc.colostate.edu/safe-zone](#).

28 OPENTOBER SYMPOSIUM

10 a.m.-3:30 p.m., Morgan Library Event Hall

Learn about the potential benefits of Open Access, the free, immediate, online access to the results of scholarly research, and the right to use and re-use those results as you need.

[wsnet2.colostate.edu/cwis6/events/events/details?id=50](#)

31 2016 HALLOWEEN ORGAN EXTRAVAGANZA

7 p.m., 9 p.m., 11 p.m.  
Organ Recital Hall, University Center for the Arts  
1400 Remington St.

The organ studio, and CSU faculty member Joel Bacon, presents the 11th annual Halloween Organ Extravaganza, with classic (and not-so-classic) works, including the famous *Toccata and Fugue in D minor* by J.S. Bach. Spooky sounds are sure to put you in the Halloween spirit!

Free for CSU students with ID, \$12 adults, \$1 youth  
[csuartstickets.com](#)

NOVEMBER

3-6 DIE FLEDERMAUS BY JOHANN STRAUSS II

7:30 p.m. Thursday-Saturday, 2 p.m. Sunday

Presented by the Ralph Opera Program, directed by Tiffany Blake and Cconducted by Wes Kenney. A frolicking misadventure featuring Johann Strauss II’s beautiful waltz melodies.

Free for CSU students with ID, \$19.50 adults, \$1 youth.  
[csuartstickets.com](#)



# Forty years of supporting students of color

By Kate Hawthorne Jeracki

In 1976, Colorado State University was a very different place. Moby Arena was celebrating its 10th anniversary; Fum McGraw had just been hired as athletic director; and six years after Old Main burned under mysterious circumstances during student protests, organizations that would eventually become the Black/ African American Cultural Center and El Centro were officially established on campus.

Guadalupe Salazar, director of El Centro, and Blanche Hughes, vice president for student affairs, have both been with CSU for more than 30 years. While they credit Jim Banning, now professor emeritus of education who served as vice president for student affairs in the early 1980s, for supporting them in their individual careers as student affairs professionals, they also recognize many other faculty and administrators for their support in creating a more inclusive campus community. But their greatest praise is for the students they have worked with over the years, sometimes with not so much support, to welcome everyone to the Ram Family.

**What were the biggest challenges when you were starting your administrative career at CSU?**

**Hughes:** There weren't that many students of color on campus back then, and the focus of Black Student Services, as it was known, was to advocate for services and resources that would support their retention and success. That meant working with everyone on campus, building relationships with departments and units, to help the students feel less isolated, and in process help the rest of the university be more open and welcoming to all.

**Salazar:** I grew up in Greeley and worked in the fields with my family. Education was very important to me and to my family, but when I was studying for my undergraduate degree at UNC in the early 1980s, I had professors who would say things in class like I shouldn't even be in college because I came from the TRIO

program, and other disparaging remarks. That's when I started researching social justice issues and became passionate about doing what I could to fight the hatred. At the time, I needed my degree to provide a better life for my kids, so I shut my mouth. But I did meet other people there who believed in me and helped me believe in myself. When I had the opportunity to come to CSU, I dedicated myself to doing the same for other Hispanic students, to help them be resilient and bounce back from any adversity.

**What has been the biggest change that has taken place on campus?**

**Hughes:** As Dr. Frank says, we still have plenty of work left to do in improving campus culture for everyone. But I think the expansion of the Student Diversity Programs and Services Offices — the Native American Cultural Center, the Asian/Pacific American Cultural Center, the Women and Gender Advocacy Center, Resources for Disabled Students and the newly renamed Pride Center — shows students as well as faculty and staff that there is a place for everyone at CSU.

**Salazar:** Creating the position of Vice President for Diversity, and the work that Mary Ontiveros and her office have done all across campus, like the Principles of Community, has sent a very strong message to CSU that we don't have to do things the way we have always done them. No one here should ever feel they have been treated like they are "less than."

**What are you most proud of in your work?**

**Hughes:** The students I've worked with have had a good experience at CSU, and are now making a difference in the world for others. I am looking forward to seeing so many of them during the Homecoming celebrations.

**Salazar:** When I started in 1985, El Centro served 324 students. Today, we have more than 3,000 students involved, and they are persisting to graduation. They are committed to their education and dedicated to what we do – they want to continue to pay it forward.



Guadalupe Salazar, director of El Centro  
Photo by Kyle Deuschle

## Celebrate!

B/AACC and El Centro celebrate their 40th anniversaries during Homecoming & Family Weekend, Oct. 6-8, with a variety of activities honoring the students – now alumni – who helped make CSU a more welcoming place for students of color.

### Friday, Oct. 7

#### 4:30 p.m. Homecoming Parade

This year, the parade will be led by Grand Marshalls and CSU alumnae Blanche Hughes ('82), VP for Student Affairs, and Polly Baca ('62), the first Hispanic woman elected to the Colorado State Senate (or any state senate in the U.S.) in 1974.

#### 6 p.m. B/AACC and El Centro 40th Anniversary Reception

Following the parade, alums who have been involved with both groups over the years are invited to reconnect in Lory Center Ballroom D. Paul Chambers ('70) and Manuel Ramos ('70) will be on hand to share their memories of what CSU was like when their undergraduate efforts helped set the struggle for diversity and inclusion on the path it has followed for the last four decades.

### Saturday, Oct. 8

#### Brunch

The 40th anniversary celebration continues with brunch with El Centro at 10 a.m. in the Great Hall at TILT and at 10:30 a.m. with B/AACC in LSC 335.

#### Tailgate

Starting at 4:30 p.m., B/AACC and El Centro both host tailgates before the Rams take on Utah State for the last Homecoming game ever at Hughes Stadium.



Blanche Hughes, Vice President for Student Affairs  
CSU Photography



# CONGRATULATIONS

## OPERATIONS MANAGEMENT STAFF

### Operations Management June Employee of the Month



**Amaila Campuzano** Amaila is a very motivated person. She is always willing to help her co-workers with any additional tasks. She is a pleasant person to be around, very dependable, and full of energy. Thanks Amalia for all your hard work!!!

### Operations Management June Team Award

#### Swing Shift

The swing shift has worked effectively as part of a team to successfully accomplish their daily tasks while being short staffed. There is no task to big or small for this team!



### Operations Management Employee of the Second Quarter



**Barrett Winder** Bear is a dedicated supervisor who is helpful to everyone and is willing to go the "extra mile" if someone needs assistance. He is actively involved in helping customers find the exact piece of equipment or part that they need ordered. He demonstrates the highest level of commitment to our department on a daily basis.

### Operations Management July Team Award

#### Aggie Village General Labor Team

This team has hit the road running since starting their position on July 1st 2016. They have accomplished so much since starting and have become a strong knit team. The show up to work reach day with a smile on their faces and are willing to do whatever is asked of them. They make work fun and enjoy the job that are doing. As a supervisor, I could not have asked for a better group of employees.



### Operations Management August Team Award

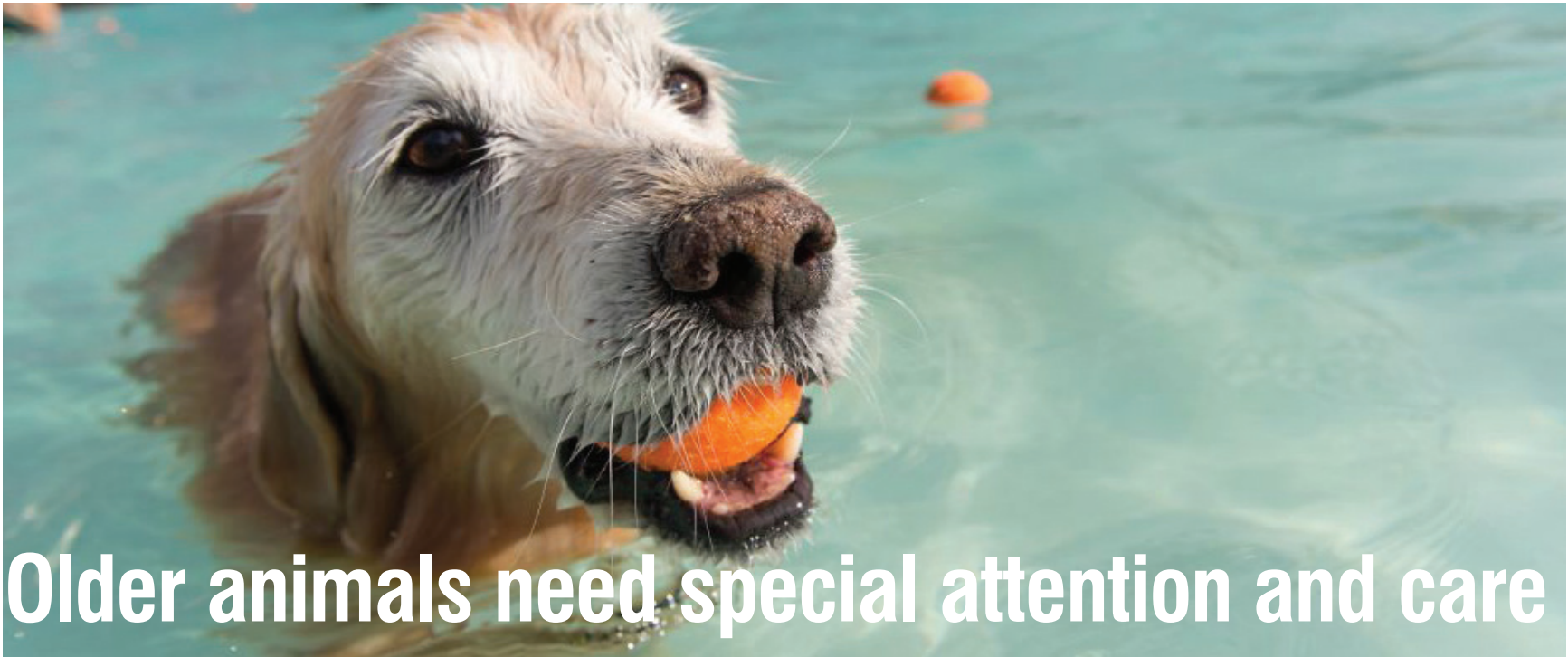
#### Apartment Environmental Services

This whole crew has shown outstanding team work throughout the summer. All crews in the apartment zone have been shifted to residential halls, other apartment complexes and basically anywhere they are needed. They have created a team environment that promotes communication and cooperation. Thank you to each and everyone for all your hard work and dedication.





PET HEALTH



Older animals need special attention and care

By Dr. Rebecca Ruch-Gallie

We often hear about the impact of human aging on individual and societal health and wellbeing. In our older years, we might experience more knee pain, diminished eyesight, weight gain, or fatigue during activities we once completed with ease.

Many effects of aging are shared by people and pets. Just as we can take steps to care for ourselves and our senior family members, we can provide focused care for aging pets to help maintain their health and quality of life.

How do we define seniority for furry family members?

The definition of “senior” depends

in part on species and size. In veterinary medicine, we consider cats and small dogs to be seniors starting at about 8 years old, and large dogs starting at about 5 or 6 years old. For most pets, the senior years encompass the final 25 percent of predicted life span.

Of course, as with any rule of thumb, there are always outliers: The oldest dog reportedly lived to be 29, and the oldest cat lived to be 34. That’s pretty amazing, considering that the American Veterinary Medical Association estimates that a 20-year-old dog is equivalent in age to a person older than 96, and that a 20-year-old cat is about like a 97-year-old person.

Contrary to popular belief, there’s no simple ratio to determine the equivalency

of “dog years” to human age. But the AVMA offers a chart on its website (avma.org) that sheds some perspective on comparable ages among pets and people.

Diseases associated with pet aging include arthritis, cancer, diabetes, heart disease, kidney disease, liver disease and senility.

I encourage pet owners to discuss geriatric pet care with their veterinarians – not only to cover some of the general concerns described here, but to discuss concerns specific to individual pets.

Steps to support health and happiness

Preventive medicine is paramount for our senior pets. The pet care described here will support health and happiness for pets

of all ages – and become especially important for our older furry friends.

**Exercise** – Recommended activities include playing, walking, swimming, physical therapy and massage.

**Weight control** – Did you know that more than 50 percent of our pet dogs and cats are obese? Obesity is associated with

more wear and tear on joints, bones, the heart, kidneys and immune system. In short, controlling a pet’s weight is a vital step to ensuring optimal health.

**Diet** – Nutrient needs are tied to a pet’s age and species. In general, old pets need more protein relative to carbohydrates, which equate to energy; easily digestible proteins are most important. Many pet-food formulations for seniors take these needs into account.

**Parasite control** – Heartworm preventive is recommended year-round, with fecal testing conducted annually to help keep tabs on what’s happening inside the pet’s body.

**Oral care** – Regular dental care is important for all pets and should be supplemented with daily brushing.

**Mental health** – Help put a pet’s mind at ease with the combination of predictable, calming routines; enriching activities; and social interactions with favorite family members.

**Environmental considerations** – Consider adjusting placement of bedding, food, water and litter box so these necessities are accessible to older pets.

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Signs of aging in dogs and cats

- Clouding of the eyes
- Thinning and graying hair coat
- Weight gain or loss
- Changes in appetite and thirst, as well as dietary intolerance
- Decreased grooming behavior
- Exercise intolerance
- Behavioral changes, including more aggression and slower response to stimuli.

In dogs, seniority may bring cognitive dysfunction, or DISH:

D: Disorientation

I: Interaction changes

S: Sleep/wake cycle changes

H: House soiling



Dr. Rebecca Ruch-Gallie is chief of Community Practice at Colorado State University’s James L. Voss Veterinary Teaching Hospital. Community Practice provides general care, wellness services, and treatment of minor injuries and illnesses for pets.



# How to keep your relationships intact through the election season

By Stephanie Dalager

With Election Day quickly approaching, politically charged conversations are a part of our daily life. These conversations are often heated because we feel passionate about issues we believe have a very real impact on our lives.

While friendships and relationships need not follow partisan lines, ensuring that your relationships survive election season unscathed does require careful thought about how you approach political conversations.

Here are some tips for surviving election season while keeping your relationships intact.

**When in doubt, don't lead with politics.** Debate-style political conversations may be a favorite activity with your close friends, but with acquaintances, co-workers, distant relatives, or the clerk checking your tomatoes at the grocery store, leading with political content may be inappropriate. Before launching into the subject, ask "Do you enjoy talking politics?" This gives the other person an out if they are uncomfortable with the topic or would rather not share their political leanings.

**Always remember respect.** Before going on a diatribe about your stance on the issues, take a moment to think about what makes you feel respected when

you're having a conversation. Respectful conversations have two crucial elements: speaking and listening. John and Julie Gottman, notable couples' therapists and researchers, have defined four critical elements they call the "Four Horsemen of the Apocalypse" that can be damaging when present in relational interactions:

1. criticism;
2. defensiveness;
3. stonewalling (when the listener shuts down and withdraws from conversation); and
4. contempt.

If you find that any of these elements are making their way into your political conversations, you may be doing harm to your relationship.

**Try to find common ground.**

While it can seem like the two parties are worlds apart in their approaches to solving problems, most people have similar underlying goals for their lives (e.g., happiness and health). Working to understand what underlies political beliefs can help bring understanding and connection.

**Know when to take a break.** If a conversation is getting heated, and you're worried that you see the "Four Horsemen" in your interactions, it may be valuable to give yourself time to cool off. Simply let the other person know that you value



your relationship with them and therefore would like to take a break from the political conversation.

**Partake in election season self-care.**

During election season, the average person is consuming more negatively charged media than usual which can have real consequences for one's well-being. Make sure to take time to close the computer, turn off the TV and do the things that refuel your hope and optimism: Get outside, play with your kids, or connect over non-political conversation.

*Stephanie Dalager is a graduate student in Human Development and Family Studies and therapist at the Center for Family and Couples Therapy. CFCT is a full-service therapy center dedicated to empowering families, couples, and individuals to strengthen their relationships, resolve troubling issues, and achieve personal well-being. CSU faculty and staff can use their C2C wellness benefits to receive half-price on an already low sliding fee for individual, couples and family therapy. Call 491-5991 for an appointment.*

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SECRET LIFE OF CSU

# For Rushika Perera, science requires fancy footwork

By Kristen Browning-Blas

Winning grants for mosquito research is just as competitive as Dancing with the Stars. Rushika Perera should know. The assistant professor of virology recently won a 2016 Boettcher Foundation Webb-Waring Biomedical Research Award, one of 10 in Colorado, for her studies of mosquito-borne viruses at Colorado State University.

When she’s not in the lab, she’s on a dance floor, competing in ballroom, Latin and West Coast Swing dance events around the country. She actually wrote the Boettcher grant application at a dance competition. “I was energized. I just sat and wrote for 12 hours, all through the night.”

Perera knows the value of good mentoring, whether it’s waltzing with her coach Artem Chigvintsev, of Dancing with the Stars fame, or teaming with National Academy of Sciences fellow Barry Beaty in CSU’s Arthropod-borne and Infectious Diseases Laboratory. Beaty, a Distinguished Professor who has mentored Perera in her investigations of dengue virus, calls her a “true team player, hardworking and self-starting.”

Perera grew up in Sri Lanka, the child of two doctors. But when it was time for her to attend college in the early 1990s, civil war had made her homeland too dangerous, so she lobbied her parents to allow her to apply to colleges in the United States.

“My parents said, ‘Do you want a dowry or an education?’ And I said, ‘Education, of course,’” Perera said.



Rushika Perera studies mosquito-borne viruses in her CSU lab.  
Photo by Saran Suntreerat

The dowry covered her first year of undergraduate tuition, and Perera served food in the cafeteria and cleaned bathrooms, in addition to working as a lab assistant, to put herself through school. She earned bachelor’s degrees in chemistry and biology at Goshen College in Indiana, and went on to earn a Ph.D. in biological sciences from Purdue University.

She explored plant biology, genetics, yeast biology and cancer research through internships before discovering a fascination with viruses that sustained her doctoral and post-doc work at Purdue and the University of California, Irvine.

Mosquito-borne viruses

For the past three years, Perera has run a lab on the Foothills Campus, studying how dengue, chikungunya, yellow fever, and Zika viruses behave in their mosquito hosts.

Her articulate combination of innovative science and straight talk won her the \$225,000 Boettcher grant, which will fund three more years of investigation into mosquito-borne viruses that threaten to infect more than 3 billion people in over 100 countries.

One might think we already know plenty about mosquitoes, given the number of devastating mosquito-borne viruses that strike people and animals around in the world.

“We do, but we don’t, and that was the premise of my Boettcher grant,” she said. “All this time, we’ve been focusing on insecticide control, so just spray the hell out of the



Rushika Perera competes in a 2005 dance event.  
Photo by Jon Char

mosquitoes, but a lot of these mosquitoes are becoming resistant.”

Perera’s premise: If other methods of control are not working, why not try to prevent the infected mosquito from spreading the virus?

“Technically, it’s very challenging. My last experiment used 6,000 mosquitoes, and we have to get females, so it’s half each time, and only half of those may get infected in the laboratory. They like feeding on your skin — they don’t like feeding through a plastic membrane.”

Once the mosquitoes are fed and infected, Perera’s lab dissects the tiny creatures to look at their guts. Mass spectrometry makes it possible to measure and identify the molecules within.

She expects her findings to inform methods to prevent the spread of malaria, West Nile virus, Zika, and other important pathogens that are transmitted by mosquitoes and other insects. In September, Perera and a team spent two weeks in Mexico, collecting mosquito larva and eggs to study virus transmission and establishing new contacts for ongoing collaborations between CSU and Mexican researchers and public health authorities.

Her turn to lead

Perera is now at the point in her career when she takes the lead with younger researchers, recommending them for fellowships and providing guidance in and

out of the lab. Outside the lab, the students and their mentor socialize at dance meet-ups in Fort Collins.

“I hang out with her quite a lot. She got me into West Coast Swing. We dance to get rid of stress,” said Nunya Chotiwan, a Ph.D. candidate from Thailand who has worked in Perera’s lab for three years.

“Dance allows me to impact people’s lives through teaching and encouragement. I have realized that my years of dance has provided me with an opportunity to touch people’s lives,” Perera said.

“Science is a hard job. You get rejected and fail a lot. It takes a lot of training, and it can be fairly lonely. So, to have something outside the lab is really important,” said Greg Ebel, director of the Arthropod-Borne and Infectious Diseases Laboratory. “Many accomplished scientists I know have hobbies in the arts, although we’re not world-class ballroom dancers.”

When Sri Lankan graduate student Sachini Fernando first arrived in Fort Collins to study Aedes aegypti mosquitoes with Professor William Black, she was thrilled to meet a fellow Sinhalese speaker in Perera, who has mentored her in lab and life techniques.

“She said, ‘I’m dancing, so you can come with me,’ and now I kind of like it. I’m inspired by the amount of work she does in the lab and still finds time to socialize and dance,” said Fernando.



# GET YOUR RETIREMENT BACK ON COURSE

## ADVICE MATTERS

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

### Target Date Funds vs Personal Advice

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

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

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

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



### WITH ADVICE

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

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

### WITHOUT ADVICE

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

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



# Show your Ram pride, fund a Legacy Scholarship

Scholarships play an important role in easing students’ college financial burdens. According to the online college resource College Raptor, out of 1.8 million college graduates, 1.2 million — two out of three — received scholarship gift aid in 2013-14.

Colorado State University offers a variety of scholarship opportunities for students, and one of those is the CSU Alumni Association Legacy Scholarship.

Awarded to full-time students whose parents, grandparents or stepparents are graduates of CSU, and who demonstrate service and leadership to their communities, the Legacy Scholarship helps keep the CSU tradition alive for many families.

Nevin Fowler, a CSU junior majoring in journalism, applied for and received the scholarship to continue the legacy his parents and grandparents began when they attended CSU. Recipient Bryna Burns is grateful for the support because she is able to attend school without the added worry of covering tuition and school-related costs.

“The Legacy Scholarship relieved a lot of pressure, because I am a double-major engineering student,” said Burns. “It has allowed me to focus on school instead of getting another job.” Legacy Scholarship students receive, on average, \$2,500 per school year.

Funds for the Legacy Scholarship, and for alumni activities, are raised through the official CSU license plate program. Anyone who is a Rams fan can purchase the official CSU license plates.

For more information visit[www.alumni.colostate.edu](http://www.alumni.colostate.edu).



## FLSA Information Sessions

Want to know what the new Fair Labor Standards Act means for you? Human Resources is hosting sessions intended to provide information to employees who may be reclassified to nonexempt (overtime eligible) effective Dec. 1, 2016, due to the implementation of the new FLSA regulations. [Myhr.colostate.edu](http://Myhr.colostate.edu)

State Classified, Administrative Professional, Research Associates and Post-Doctoral Fellow employees are invited to attend one of these two-hour sessions:

**Friday, Oct. 7**  
1:30-3:30 p.m., LSC 376-78

**Tuesday, Oct. 11**  
1:30-3:30 p.m., LSC 312

**Monday, Oct. 17**  
9-11 a.m., LSC 376-78

**Monday, Nov. 14**  
9-11 a.m., LSC 376-78

## Voter services on campus

A computer station dedicated to the completion of online registration as well as paper registration forms and information from the League of Women Voters is available in the atrium of the Morgan Library.

Mail ballots will be sent to registered voters beginning Oct. 17. The last day to register to receive a mail-in ballot for the general election is Oct. 31, but voters can

register after that and cast a ballot in person at a voter service center.

Larimer County voter service centers, including Lory Student Center’s North Ballroom, will be open for in-person voting and mail ballot drop-off from Oct. 24 through 7 p.m. Nov. 8, election day.

[www.larimer.org/elections/vote\\_centers.cfm](http://www.larimer.org/elections/vote_centers.cfm)

## Book your Aggie Village classrooms now

The eight classrooms in Aggie Village are now available for Spring 2017 classes.

The rooms are all on the first floor in the Walnut Building North and range in capacity from 19 to 60. All are “Smart Rooms,” appropriate for flipped classroom use and equipped with the latest learning technology, including microphones for lecture capture.

To schedule a class in Aggie Village, faculty should contact their department scheduler.



## TILT accepting PDI proposals

The Institute for Learning and Teaching has announced the Call for Session Proposals for the 38th Annual Professional Development Institute. The 2017 PDI will be held on Jan. 9, 10 and 11.

PDI is a wonderful opportunity for all members of the Colorado State University community to come together, explore issues, share ideas and gain new insights from one another. Topic experts are invited to consider submitting a proposal for a session that they (or they and their

team) would enjoy presenting to their colleagues – and proposals covering a broad range of topics are welcome.

The theme for the upcoming PDI is simple: “Go For It!” Organizers hope this theme will inspire topic experts as they consider topics they might share.

Proposals will be accepted through Oct. 24. Additional information and the online proposal form can be found at [tilt.colostate.edu/proDev/pdi/](http://tilt.colostate.edu/proDev/pdi/).

## Assessing campus culture

How do you really feel about working at CSU? Would you like to let the administration know what’s on your mind?

Starting this month, you will have the chance. That’s when the Office of the Vice President for Diversity launches the next Campus Climate Survey, which is designed to give every CSU employee the opportunity to share their experiences of working here – good or bad.

“Every person’s voice matters,” said Vice President for Diversity Mary Ontiveros. “We want to hear from everyone about what’s working, what causes problems in your job, and places where we can improve the experience for all faculty, staff and students. But we can’t improve if we don’t know what’s not going well.”

Surveys will be emailed to all faculty and staff starting on Oct. 11. Hard copies of the survey will also be available, in English and Spanish, at Morgan Library and Diversity House at Shields and Laurel streets. Completed surveys can be returned by email or dropped in secure collection boxes at the library or Diversity House by mid-November.

Ontiveros said the survey team has gone to great lengths to assure that all

responses will be kept strictly confidential, so respondents can feel comfortable giving completely candid answers to the questions. At the same time, the process itself will be transparent, with final anonymous data posted on both the OVPD and HR websites after results are tabulated, in about two months after the survey closes.

“We will share the findings with the President’s Office and Cabinet, the Shared Governance Councils and anyone who asks for a presentation,” Ontiveros added. PowerPoints of these presentations will also be posted online.

This is the third climate survey conducted by CSU in the past six years. Some past issues that have been identified – and addressed – through the climate survey include bullying, which resulted in a formal policy adopted last year, and the lack of supervisory training, which became a priority for the councils and HR. A new program is set to roll out later this academic year.

Results from the 2014 survey can be found at this link:

[https://webcms.colostate.edu/cwge/media/sites/63/2015/08/2014-climate-survey\\_Dec\\_17.pdf](https://webcms.colostate.edu/cwge/media/sites/63/2015/08/2014-climate-survey_Dec_17.pdf)



# Transfort expands to meet travel needs of growing FoCo community

By Veronica Baas

The commute to and from campus is easier this semester thanks to additional bus routes around town.

Aaron Fodge, CSU's alternative transportation manager, is happy to see Transfort expand its service.

"We're really excited to see the additional routes because we know our students and employees are riding transit in greater numbers every year," Fodge said. "We want to continue to have additional service throughout the community that feeds into CSU and gets our commuters here when they need to get here."

The expansion includes high-frequency service on West Elizabeth Street, offering 15-minute service during peak hours and 30-minute service when CSU is not in session, and Route 33, which gives employees and students direct service from Main Campus to the Foothills Campus during the academic year.

"There's a couple reasons for the specific changes that we've made," said Timothy Wilder, service development manager at Transfort. "CSU, and specifically ASCSU, asked for and paid for the specific shuttle service that goes out to the Foothills Campus."

### West Elizabeth Corridor

Wilder said expanding routes on West Elizabeth has been a work in progress for a long time. This year services provided in other quarters of the community were reallocated to free up more buses and drivers for areas of the community with more ridership. Changes include elimination of the Green Route; the Gold Route now runs a 15-minute late-night service on Fridays and Saturdays.

"This year we're able to provide new routes to make sure that we don't leave anybody behind," he said. "We really appreciate the ridership at CSU; we hope we can keep up with the demand."

Fodge would like to see the buses run earlier and later to provide an easier commute for those who work off hours.

"We would like to see additional service for late-night and early-morning shift employees," Fodge said.

He would also like to see Transfort provide summer service out to the Foothills Campus.

"We'd like to consider serving our employees and those students who are around for the summer," Fodge said. "And I know a city aspiration right now is to get Sunday service, and that would certainly help some of our employees that work weekends."

### Future expansion

Transfort has more plans to expand in the future as the Fort Collins and CSU communities grow. The West Elizabeth Enhanced Travel Corridor Plan, which also includes enhancements for pedestrians and bicyclists as well as transit between Mulberry and Prospect, is set to go before City Council for adoption consideration on Oct. 18.

"It's coming to conclusion, it's not approved yet," Wilder said. "That will be a big piece of the long-term vision for West Elizabeth, and if we do that then we can operate 10-minute service and larger buses."

The changes implemented in August also include improved timing for FLEX, a regional bus operating to and from Boulder from Fort Collins. This route makes stops in Loveland, Berthoud and Longmont.

For more information visit the Transfort website at [ridetransfort.com](http://ridetransfort.com).



## HEY CSU!

Check out Transfort's **ROUTE CHANGES** near campus

**NEW! Route 3:**  
High-frequency service on W. Elizabeth

- From campus to just west of Taft Hill
- 15-minute service when CSU is in session, 30 minutes when not in session
- 7 a.m. – 7 p.m.

**Route 33:** CSU Main Campus to Foothills Campus

**FLEX:** Improved timings

**Gold Route:** Your Friday & Saturday late-night service, every 15 minutes

**Green Route:** Eliminated

**OTHER ROUTE CHANGES**

**Route 7:** Relocated stop at Senior Center to Shields/Raintree

**Routes 8 & 81:** Realign to use Redwood instead of Vine/Lemay. Services Aspen Heights.


**Route 12:** Reduce service to 60 minutes

**Route 91:** Eliminated

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CSU COOKS

Apple and Kale Soup

Ready to warm up as the seasons change? This recipe from the Kendall Reagan Nutrition Center provides two great fall finds in one delicious soup! Both provide fiber, vitamins, and antioxidants to keep you healthy.

Ingredients

- 1 large bunch kale
- 4 slices bacon, low sodium
- 3 cups chicken or vegetable stock, divided
- 1 tablespoons olive oil
- ½ whole yellow onion, diced
- ¼ teaspoon salt
- 1 large apple, cored and finely chopped
- ½ teaspoon cumin
- 2 garlic cloves, minced
- Ground black pepper
- Walnuts (optional)

**Tip:** if you are vegetarian, replace the bacon with 1 cup of garbanzo beans mixed in for texture and protein.

Serving Size: 1 cup  
Yield: 4 servings

Directions

1. Cook bacon in a large skillet over medium heat. When cooked through and a bit crunchy, remove bacon from skillet and chop into ½-inch pieces. Set aside.
2. Wash and de-stem kale. Chop into 1-inch pieces and add to the skillet. Sauté for 5 minutes.
3. Add 1 ½ cups of the stock to the skillet and cook for 8 more minutes on medium-low heat. Stir occasionally.
4. Transfer kale mixture to a blender or food processor, or blend with an immersion blender. Puree mixture until kale has been minced or blended completely. (You may need to work in batches depending upon the size of your blender. Do not overfill blender). Pour kale mixture into medium sized soup pot. Set aside.
5. Using the same skillet, heat 1 tablespoon olive oil.



Add onion and salt and cook for 2 minutes. Add apple, cumin and garlic and cook for 3 minutes or until apples are soft. Add remaining 1 ½ cups stock and heat for 2 more minutes. Transfer onion-apple mixture to blender or food processor, or blend with an immersion blender. Add onion-apple mixture to kale mixture; whisk to combine. Cook until heated through. If soup seems too thick, add more stock or water until it reaches the desired consistency.

6. Serve topped with bacon pieces, ground black pepper and chopped walnuts, if desired.

Nutritional Information/ Amount per serving with bacon:

Calories	274
Calories from Fat	149
Total Fat	16.5 g
Saturated Fat	1.1 g
Cholesterol	5.4 mg
Sodium	555.1 mg
Total Carbohydrate	22.5 g
Dietary Fiber	4.0 g
Sugars	11.4 g
Protein	11.3 g

Win CSU Prizes for a *JOB WELL DONE!*

Have you noticed a bright yellow piece of mail in your campus mailbox? Don't let this paper go to recycle!

This flyer is from the CSU Employee Appreciation Board and gives you the chance to win CSU prizes each month! The CSUEAB is a campus-wide volunteer board that meets monthly to review outstanding unit nominations, and find fun ways to show appreciation to our great faculty and staff.

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[csueab.colostate.edu/nominate-a-unit](https://csueab.colostate.edu/nominate-a-unit)

And don't be surprised if we show up in your department one day with prizes, snacks, and appreciation for the great job you do at CSU!

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10AM-6PM

**CREEPY WALK  
IN THE WOODS** 1750 SAVAGE RD.,  
LOVELAND, CO  
**7-11PM** OCTOBER 14, 15, 21,  
22, 28, AND 29

BATTLE OF THE HAUNTED HOUSES  
3609 S TIMBERLINE RD, FORT COLLINS, CO 80525  
DATE/TIME TBD

## FRITZLER COLORADO CORN MAZE

20861 CR 33, LASALLE, CO 80645 (CLOSER TO GREELEY) (970) 737-2129  
CORN MAZE OPENS SEPT. 17 AND THE SCREAM ACRES OPEN SEPT. 23

2016 OLD TOWN HALLOWEEN FEST  
OLD TOWN SQUARE OCT 22  
  
ODELL BEER GARDEN  
4-9 PM  
  
KIDZ CRAWL  
2-6PM AGES 2-12  
  
ZOMBIE CRAWL  
5-9:30 PM ALL AGES  
  
MONSTER FESTIVITIES  
2-9PM ALL AGES

SPOOKY'S PUMPKIN PATCH  
2535 S COLLEGE AVE,  
FORT COLLINS, CO 80525  
(970) 388-7625  
OPEN EVERY DAY FROM 11AM-8PM

JACK LANTERNS NORTHERN COLORADO  
CORN MAZE  
2318 S CO RD 5, FORT COLLINS, CO 80525  
(970) 308-5843  
THURSDAYS & SUNDAYS 11AM-10PM  
FRIDAYS & SATURDAYS 11AM-11PM.

TINY  
TOT  
  
HALLOWEEN  
OLD TOWN SQUARE PLAZA  
(970) 484-6500  
FREE FOR CHILDREN  
12 AND UNDER  
MONDAY, OCT. 31 AT 10AM



# THE GREAT OUTDOORS

MADE EVEN GREATER



PLEASE ENJOY RESPONSIBLY



Here in Colorado, summer's barely over before our eyes start searching for those first fall flakes — and for the return of Isolation Ale, a smooth caramel-malty ale, balanced by a subtly crisp hop finish.

INTRODUCING A NEW CAN  
FROM ODELL BREWING.

*GET OUT AND ENJOY.*



FORT COLLINS COLORADO