



The snowstorm of March 13-14, 2021, was one for the books. Fort Collins officially received 19.6 inches of snow, and 2.31 inches of much-needed precipitation during the storm, according to the Colorado Climate Center. But the storm couldn't prevent the time-honored CSU tradition of students wearing shorts in the snow. Photo by John Eisele/CSU Photography.

Faculty, staff, students encouraged to join in Courageous Strategic Transformation

By Kate Jeracki

Colorado State University is at a historic moment, and if we lean into it as a community and center the fundamental values that we share, we have the opportunity to fundamentally transform the institution.

That was the message from senior University leadership during a virtual information panel discussion about President Joyce McConnell's Courageous Strategic Transformation initiative on March 30.

"Our university has been incredibly agile during COVID, and we've learned so much about ourselves," McConnell said. "It's so important that we build on that momentum of what we've learned in responding to a crisis, to being able to plan for the future. We never know what's in front of us, just like COVID, but we do know that change is going to happen. And we can take charge and be prepared to meet the challenges that come with change."

McConnell was joined on the panel, which was moderated by Vice President for Strategy Jenelle Beavers, by Provost Mary Pedersen, Vice President for Research Alan Rudolph, Vice President for Student Affairs Blanche Hughes, Vice President for Engagement and Extension Blake Naughton, Interim Vice President for Diversity Roe Bubar, and Dean of the College of Liberal Arts Ben Withers.

The draft framework for the strategic plan was developed in 2020 by the Executive Leadership Team and Council of Deans, and leaders throughout the university have been soliciting input from the CSU community, both on campus and off, since the beginning of this year. The goal is to present the framework to the CSU System Board of Governors at its May meeting.

With input from the Board, the collaborative process of drafting the strategic transformation plan will begin, aligning plans

at the college and division level with the University's vision. Implementation is set to begin in January 2022, but McConnell said even then the plan will continue to be a living document.

"Transformation is something that goes on all of the time," she explained. "This is not a plan that we will draft and it will sit somewhere and we'll never go back to it. We're going to have an active process of planning, of doing, and reflecting on outcomes, and then replanning. So we'll be in this

constant cycle of evaluation."

Learn more

The information session was recorded and will be closed captioned and available on the president's website.

The draft Framework for the Courageous Strategic Transformation plan can be found on the president's website, under Reports. A link to the survey to provide individual feedback at president.colostate.edu/courageous-strategic-transformation.



Applause

College of Agricultural Sciences

On March 9, Entomology Professor Paul Opler lent his entomology expertise to the United States Postal Service's virtual first-day-of-issue dedication ceremony for its newest stamp featuring the Colorado Hairstreak Butterfly. Opler spoke alongside USPS Board of Governors member William D. Zollars during the virtual ceremony.

College of Veterinary Medicine and Biomedical Sciences

Dr. Chris Orton has been named the first Interventional Cardiology and Cardiac Surgery chair and Dr. Felix Duerr the first Orthopedic Medicine and Mobility chair at the James L. Voss Veterinary Teaching hospital, thanks to a \$6 million endowment from an anonymous donor. The cardiac surgery chair is the first of its kind in the world.

Walter Scott, Jr. College of Engineering/CVMBS

Jeff Pierce, associate professor in the Department of Atmospheric Science, was chosen as one of 14 principal investigators who will

serve as part of NASA's Health and Air Quality Applied Sciences Team. His co-investigators are atmospheric scientists Bonne Ford and Associate Professor Emily Fischer, and Sheryl Magzamen, epidemiologist and associate professor in the Department of Environmental and Radiological Health Sciences. The team's goal is to translate information from NASA satellites, models and surface observations to help officials make decisions to protect public health.

School of Education

Daniel Birmingham and two co-authors from the University of Michigan and the University of North Carolina at Greensboro, have been awarded the 2021 Journal of Teacher Education Outstanding Article Award for their article about ways that teachers can more equitably engage students from lower income communities of color.

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ACNS DUO expansion: Two-factor authentication for to protect email and Microsoft services on campus

By *Kate Jeracki*

Colorado State University faculty, staff and students will soon have an extra layer of protection between their personal data and malicious hackers as CSU rolls out two-factor authentication for email access.

Attacks on sensitive institutional data and personally identifiable information at universities across the country have risen sharply over the past year, with one of the most recent data breached announced by the University of Colorado in early February. Such attacks can shut down a campus for days while vital systems are locked down and data restored.

To strengthen the security of CSU's critical online infrastructure, the university's central IT staff has been working on expanding the existing DUO authentication for access to the university computer network to also include Office 365 services and email.

"Since the beginning of the COVID-19 pandemic, attackers have increased their targeting of higher education and home workers," said Steve Lovaas, security officer for the CSU System. "Phishing and other kinds of online fraud are up over 600% in the past year, with email representing the most common vector for damaging attacks. The university, our systems, and all of our personal data are at risk."

Access with trusted device

Anyone logging into the CSU network through the Pulse VPN from locations off campus has been required to use the DUO two-factor authentication for access since April 2018. With so many faculty and staff teaching and working remotely for the past year due to the pandemic,

nearly 95% of CSU employees have already registered a trusted device with DUO for secure network access.

Anyone who has a device registered with DUO will automatically receive email protection on June 1. Once you authenticate your account the first time, you won't be asked to do it again unless you log in from a different computer, use a different internet browser, or change your CSU password.

Anyone without DUO already set up on June 1 will not be protected automatically, but you can add DUO protection to your email at any time. This fall, you will be required to use DUO to access Office 365 email.

"DUO for two-factor authentication is an easy and increasingly familiar tool for reducing the most common and dangerous attacks," Lovaas explained. "Extending that protection to email will be only a small change for most users, but it will have a significant effect on the safety of the CSU community."

The majority of the CSU community already using two-factor authentication have registered the DUO mobile app on their mobile phones. To ensure continued access to email, ACNS recommends registering an additional device, such as an office or home phone, a hardware token available from Ram Tech, or a trusted individual's phone number.

"If you lose, misplace, or simply forget your mobile device, or change your mobile service, having a second registered device will save the day," Lovaas said.

More information is available at acns.colostate.edu/duo.

Experience more of CSU Life online

Print editions of *CSU Life* are being delivered in smaller batches to campus buildings this semester as some university community members are working remotely. Additional copies are available in the Lory Student Center. Read more stories about faculty, staff and the CSU community, online at csulife.source.colostate.edu.

CALENDAR OF EVENTS

CSU:

LA Days Lecture Series

Wednesday, April 7, 5 - 6:30 p.m.

Virtual

This spring, the Colorado State University Landscape Architecture Program is inviting the community to join them in welcoming eight renowned professionals for the 28th annual LA DAYS spring lecture series. The CSU Student Chapter of the American Society of Landscape Architects presents a spring lecture series every year. In 2021, they will be hosting all virtual lectures and encourage the public to join.

Introduction to Quilting

Thursday, April 15, 6:30 - 8:30 p.m.

Zoom

Join CSU Extension in Clear Creek County for a four-week virtual quilting class. This is an introduction to quilting series, led by Dana Jones, who will walk participants through the steps of cutting, piecing, quilting, and finishing a Log Cabin block. Create a small quilt or a pillow sham from start to finish — just in time for Mother's Day. This class is for adults who have basic sewing abilities and a sewing machine.

Fort Collins Winter Market

April 10 & April 24, 10 a.m. - 2 p.m.

Foothills Mall

The Foothills Mall continues to put on the Winter Market full of stands from local stores.

FORT COLLINS:

Pelting Mangoes, Renluka Maharaj Solo Exhibition

March 12 through April 10, 1 - 4 p.m.

The Center for Fine Art Photography

Pelting Mangoes re-scripts and re-signifies colonial portraits of Indian women during a period of 19th-century indentureship in Trinidad and Tobago.

Nocobox Presents: Spring NoCo PopUp Market

April 18, 12 - 4 p.m.

Plenty Wellness & Art Gallery Parking Lot

Visit the Spring NoCo PopUp Market for food, fun and community, with safety in mind. The first-ever pop-up market will be hosted at the outdoor parking lot of Plenty Wellness and a neighboring art gallery. There is a city park across the street to park and walk over to the pop-up market. All attendees must register to attend and present their event confirmation at the check-in station located in front of Plenty Wellness.

Threads of our Community: A History of the Avenir Museum

Oct. 5 - May 28

Learn about the people who helped grow the Avenir's collection and build the museum in this exhibition of a museum whose name, in French, means "future." A virtual exhibit in

collaboration with CSU Libraries.

Earth Day Fort Collins

April 22 - April 24, 9 a.m. - 7 p.m.

Virtual

The Sustainable Living Association is proud to present the 11th annual Earth Day Fort Collins, Thursday, April 22, through Saturday, April 24. Earth Day is a three-day virtual event with educational videos, speakers, workshops, activities, live-streamed music, community stories, tips on how to reduce environmental impacts and fun ideas on how to celebrate Earth Day at home.

Fort Collins Foodie Walk

Monthly on the 3rd Friday, 5 - 8 p.m.

Downtown Fort Collins

Come educate your taste buds during this monthly self-guided Old Town foodie tour, featuring new and exciting taste experiences on the third Friday of each month. It's free and everyone is welcome. Visit downtownfortcollins.com/events/foodie-walk to view participants and monthly specials.

Geeks Who Drink

Recurring weekly on Tuesday, 7 - 9 p.m.

Gilded Goat Brewing

Join us for free-to-play pub quiz. Win glory, fame, and gift cards by proving you're the best of the best.

A day in the life of CSU Extension's Stephanie Freier

By *The Classified Personnel Council*

Stephanie Freier is a program assistant for CSU Extension, a Division of the Office of Engagement 4-H Youth Development. She has worked as a State Classified employee at CSU for about two and half years. Freier primarily supports the director of 4-H Youth Development, Jean Glowacki, in addition to the state office team. She describes her role in this way, "I try to act as much as an air traffic controller—to take in widespread information and narrow it down to where it needs to be concentrated."

Like so many offices at CSU, they have experienced a shift due to the pandemic in how they operate individually, as a team, and through their communications. They immediately implemented more virtual resources, Colorado 4-H @ Home, on their website colorado4h.org for youth to utilize. They communicate these new virtual activities through their social media channels via Facebook, Instagram, and Twitter. Freier said, "Change and adaptation is crucial. Luckily, we have access to great technology and support to continue in a productive way. A bonus to this transition has been getting to be with my three dogs, who now get to work by my side every day."

When asked about the most interesting thing she's learned while working here, Freier revealed that she didn't realize 4-H was a component of CSU or Extension until she applied for the position. She confesses, "I did not realize how amazing 4-H is. Growing up I simply thought it was a part of our county and state fair and strictly dealt with farm animals. Our mission is to give ALL kids equal access to opportunity by providing mentors, learning

opportunities, and a sense of belonging." 4-H is a diverse youth development program, which provides experiences in which young people learn by doing hands-on projects in areas including health, science, agriculture, and citizenship. Freier adds that the 4-H youth are incredibly impressive, "They have many traits, skills, and qualities I can say with certainty I did not possess at their age."

According to Freier, the coolest part of the program that she has been involved with was helping to coordinate statewide conference participation for 4-H youth. As part of the planning for the conference, she was happy to have the opportunity to read applications from Colorado 4-H participants who wanted a chance to attend, in addition to assisting with usual back-end tasks like arranging transportation.

For the National 4-H Conference, their office sends a limited group of 4 H youth to participate. Delegates work together to prepare briefings on important topics. During the conference, delegates present their prepared briefings to federal officials in Washington, D.C. The 4-H youth also engage in personal development experiences that increase their knowledge, resources and skills while discussing topics affecting youth and 4-H programming nationwide. Freier recognizes, "We provide these opportunities for youth, but even more than that, they put in the hard work and truly earn that opportunity. I am looking forward to being able to do this again!"

On a personal note, the Classified Personnel Council asked Freier a couple of fun questions to get to know her better, such as who would she

like to swap places with for a day. Her answer? "OF COURSE, I would want to BE Elizabeth Bennett/Darcy from Pride and Prejudice. The romance. The story. Who wouldn't want to be filthy rich during that time period with a hunk like Darcy?" Another entertaining question: If she had to eat one meal, every day for the rest of her life, what would it be? Freier responded with, "I am motivated by food and it took me less than a second to think of an answer for this. Tacos."

Nominate a State Classified individual or group for a "Day in the Life" feature at cpc.colostate.edu.



Green Labs: Where research sustainability meets safety

By Lea Wolff

To bring more visibility to the intersection of sustainability and research safety at Colorado State University, Campus Energy Coordinator Stacey Baumgarn, and Research Safety Culture Program Coordinator Anthony Appleton, have partnered to expand the CSU Green Labs programs and create a new website to showcase its current offerings.

Baumgarn launched the first CSU Green Labs initiative in 2015. It now includes the International Laboratory Freezer Challenge, Shut the Sash Campaign, training modules, and an ambassador program, with additional programs to be added in the future.

The CSU Green Labs program is an important component of the broader sustainability initiatives at CSU. According to Baumgarn, labs are the most energy-, water- and resource-intensive spaces on campus, and incentives have been an effective way to engage researchers in programs to decrease waste and increase efficiency.

“People always ask, ‘What actions can I take to become part of sustainability on campus?’” Baumgarn said. “Well, if you work in a lab, think of the Green Labs programs. When one person learns about and adopts a more sustainable practice and improves safety simultaneously, it makes a difference and helps to advance sustainability at CSU.”

Various initiatives available

The various CSU Green Labs initiatives allow faculty, staff and students to become more involved in laboratory sustainability. These programs, which are voluntary and can teach researchers about sustainable lab practices, can be implemented by individual researchers or by research groups.

One of the longest-standing initiatives is the Freezer Challenge, which encourages labs that use ultra-low and ultra-ultra low-temperature freezers to adopt simple best practices for cold storage management. The

Freezer Challenge is a program coordinated by the nonprofit organizations My Green Lab and the International Institute for Sustainable Laboratories (I2SL) and various companies interested in promoting the most energy-efficient cold storage options. Labs at CSU can register online to participate in the 2021 Challenge.

“If you’re doing sustainable research, you’re inherently doing safer research; the Green Labs program aims to merge the two ideas,” Appleton said. “Those who become a Green Lab Ambassador or participate in the Freezer Challenge end up with better and safer research. We want to make sure that our research is aligning with our strategic transformation that has a large focus on sustainability.”

Baumgarn and Appleton continue to encourage individuals to get involved with CSU Green Labs programs. Learn more or suggest future initiatives at research.colostate.edu/research-safety-culture/green-labs.

What is pandemic fatigue and how do we cope with it?

By Rachel Rasmussen

Recently, the U.S. reached the one-year mark in its battle against the coronavirus. This past month also marks a year since the CSU shutdown. These milestones, mixed with a spring break for CSU that has been moved back, may lead to members of the community feeling the effects of what’s known as pandemic fatigue.

According to a psychologytoday.com article by Guy Winch Ph.D. called, “10 Signs You Have Pandemic Fatigue and How to Cope,” pandemic fatigue isn’t known as an official or diagnosable condition. It is simply a term created to describe the thoughts, feelings, and behaviors people may experience as a result of the COVID 19 pandemic.

The article also says that the 10 signs of pandemic fatigue include:

- Exhaustion, despite getting enough sleep
- Less diligence and care in COVID safety protocols
- More impatient, irritable, and easier to upset
- Feeling stressed and finding it harder to focus
- Feelings of hopelessness about the future
- Increased consumption of alcohol, substances, or food

“Quarantining has really exacerbated some of the things we normally experience,” said Viviane Ephraimson-Abt, manager of Well-Being Initiatives at the CSU Health Network. If people already have tendencies toward depression or anxiety, the pandemic fatigue can heighten that.

When trying to deal with a high-

stress situation like pandemic fatigue, Ephraimson-Abt says people may go into a fight, flight, or freeze response. These responses can include actively working to do everything possible to meet and try to beat this challenge or people may just try to distract themselves from it in different ways like sleeping more or indulging in distracting activities.

Along with facing pandemic fatigue, Ephraimson-Abt says that faculty and staff at CSU may also be facing other challenges, including multiple caregiving roles. With family and students staying home, faculty, staff and even students may find themselves caring for parents and/or young children who have to be homeschooled.

But CSU has worked to support the members of the community dealing with these changes and challenges.

“We know that when faculty and staff are supported, students are then better supported,” said Ephraimson-Abt.

While these fight, flight, or freeze responses are instinctual, they may not be the best ways to cope with pandemic fatigue and the quarantine. However, CSU has many different resources available to students, faculty, and staff to help them effectively deal with the fatigue.

One way is through CSU’s COVID Connect. This resource can help people identify how they’re coping, what their feelings are, and some self-care needs for that person. From there, it observes

people’s habits and gives them steps towards self-care strategies.

Another resource is called Silver Cloud. This has cognitive behavioral health modules that essentially act as an online therapy tool for those who may not be ready to speak with a counselor.

There is also an app called Nod that is available in the app stores that can help people develop and strengthen their social connections and sense of belonging. It allows people to have a social life even if they are away from the people they care about.

There are additional resources available to CSU students, staff, and faculty and you can find out more about them by visiting health.colostate.edu/mental-health-resources or scanning the QR code.



health.colostate.edu/mental-health-resources or scanning the QR code.

“It’s important to find the resource that fits your particular situation,” said Ephraimson-Abt. “We have a lot to learn from our challenges and getting the support we need as we’re doing that is super important.”

Video retrospective of the CSU community’s pandemic response

By Lauren Klamm

A new video examining the experiences of 19 researchers and staff members from Colorado State University provides a look back at the COVID-19 pandemic for the first anniversary of Gov. Polis’ Stay at Home order.

The video, Action in a Time of Crisis, was produced by videographer Ron Bend of the CSU Social and Digital Media Team and sponsored by the Office of the Vice President for Research. It features some of the many individuals who dropped their regular projects and quickly pivoted during the COVID-19 pandemic. Watch the video at col.st/dv4nD.

“We are excited to unveil the Action in a Time of Crisis video that showcases researchers who have worked hard to help save lives, and staff who have ensured campus operations and research could continue operating safely during the pandemic,” said Alan Rudolph, vice president for research for CSU. “This video will serve as a historical showcase of the outstanding talent and accomplishments of some of our great faculty and researchers.”

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ADMINISTRATIVE PROFESSIONAL

Awards

By The Administrative Professional Council

The AP Star Award recognizes the accomplishments of administrative professional employees who have demonstrated outstanding individual performance at CSU. The Administrative Professional Council is pleased to announce the 2021 AP Star Award winners.

Brad Johnson Capital Construction Project Manager, Facilities Management

Brad Johnson's day job is as a Capital Construction Project Manager, to which he brings a depth of knowledge accumulated in a 20-year career. He is currently tasked with the Temple Grandin Equine Center project, no small feat on its own, but over the past year he has stepped up and took on a major project completely beyond his Facilities Management assignments.

He partnered with the Office of the Vice President for Research to tackle the testing program for the University during the pandemic. Over the course of the Fall Semester, Johnson iteratively improved the testing locations and operations, culminating in the current major testing center at the MAC gym in which several thousand people can be screened in a single day with minimal lines and consummate safety standards. In doing so, he has had a major impact on CSU as a whole and had a key role in CSU's ability to maintain in-person classes. In large part because of Johnson and his efforts, the university met its goals and his efforts were instrumental in ensuring a safe and healthy campus environment.

Johnson's collaborative spirit, his respect and admiration for his colleagues, and his appreciation for the CSU community shines through everything he does. That admiration and respect is returned one hundred-fold; Johnson is greatly esteemed by all who have the fortune to work with him. He enjoys learning about people, their roles, and how best to fit their area of expertise into the project. He is confident in his skill set and always makes time to mentor staff and support students; teaching and leading by example. He puts the university's mission first and is beholden to the Principles of Community. Johnson consistently asks "Whose voice is missing from this discussion?" which shows how much value he places on the principle of inclusion, along with his willingness to add others comments and ideas to ensure a better, overall product.

Claire Lavelle Academic Advisor, Chemical and Biological Engineering

Claire Lavelle is so much more than an academic advisor for the Chemical and Biological Engineering Department, she's one of the "brightest stars in the AP constellation at CSU!" She is a champion for CSU's Principles of Community and feels strongly about efforts related to inclusion and social justice. Lavelle has served as a member of the University Committee for Academic Advising (UCAA) and serves as a current member of the WSCOE Star Advisory Council, working to improve the climate and work environment of her colleagues. She's started and overseen scholarship programs and assisted in the creation of the Celebrate Global Engineering program. She's ingrained herself in every corner of the department and made tremendous impacts with every project.

Professor Brian Musky describes Lavelle brilliantly: "The CBE department and much of the WSCOE depend completely on her tireless efforts to advise our students, to welcome our new faculty, to nurture our expanding research teams, and to make all feel heard and valued as she endeavors to build a healthy, diverse, and inclusive community. Whether it is by assisting first-generation students to achieve their academic goals, helping international postdocs to complete complex immigration paperwork, or consoling students, faculty, and star as they navigate deep personal grief, Claire's support has always been amazing. Words cannot do justice to the massive positive impact that she has had on my life and my career."

Courtney Everson Associate Director of the Social Work Research Center, School of Social Work

Based on her unrivaled productivity, unparalleled commitment to systems change through applied research, and social justice efforts, Dr. Courtney Everson is the genuine embodiment of a CSU employee who demonstrates outstanding individual performance, making a difference for children, youth, and families in Colorado, and shining in our local community.

Everson is an innovative researcher who employs cutting-edge designs to advance child well-being, positive youth development, family strengthening, and perinatal health.

Her scholarship uses innovative research and evaluation methods to generate systems disruption/change and uplift community-engaged efforts that shift health and social service practice and policy from a focus on intervention to prevention, and disparity to equity.

Everson leverages team-based science to innovate new approaches to old problems, and cultivate meaningful impact at individual, family, community, and system levels. Notably, Courtney is collaborating with the Colorado Evaluation & Action Lab, the Kempe Center for the Prevention & Treatment of Child Abuse & Neglect, Illuminate Colorado. She also serves as a co-editor of Anthropology of Children & Youth Interest Group, American Anthropological Association, and is on the editorial board for the Journal of Complementary and Alternative Medicine. Everson also serves on the Committee for Social Justice in the SSW, and recently presented a session at the 20th Annual CSU Diversity Symposium.

Dell Rae Ciaravola Risk and Public Safety Communications Manager, College of Liberal Arts

Dell Rae Ciaravola had already carved out her crucial role in the university as the risk and public safety communications manager and then the pandemic hit and turned all our worlds' upside-down. In the immediate aftermath, President McConnell enlisted Ciaravola's skillset to create a whole new communications strategy for the university during unprecedented times. She immediately undertook construction of the university's initial COVID response website, getting it online virtually overnight. She wrote almost all the initial web content, distilling it from the twice-daily meetings of the PPT and the ever-evolving external guidance and updates, and curated developing content from the units that were playing significant roles in CSU's COVID response. She connected with colleagues in University Communications to expand our information platforms to include videos, social media, and electronic and paper signage. Her efforts were priceless to CSU's ability to forge ahead through this new environment.

CSU's successful response to the pandemic has been recognized by a number of national organizations, including the Association of Public

and Land-grant Universities and SuccessfulStudent.org. Her work has played a significant role in that success. She's gone far above and beyond her normal responsibilities, reminded others of the importance of maintaining a work-life balance as she worked to restore her own, led an unofficial effort to engage other CSU communicators, and found the resources to get the job done in a position that didn't officially exist and had no budget attached to it.

Here is a direct quote from President McConnell on Ciaravola's impact coordinating the pandemic communications, "What we asked Dell Rae to do was akin to asking someone whom we knew to be an excellent pilot of a small plane to step into the cockpit of a 747 full of terrified people and keep it in the air indefinitely."

Kelly McGregor Academic Success Coordinator, College of Liberal Arts

Kelly McGregor is an essential cog in the Liberal Arts machine and is an especially strong advocate for students. McGregor has researched for and presented at three regional NACADA conferences on topics such as navigating the Post-911 G.I. Bill with student veterans, meaning-making and transference of skills for students of the Liberal Arts, and exploring the ways in which advising promotes positive cognitive development and self-authorship for undergraduate students. He has also presented at the Colorado/Wyoming Drive-In NACADA conference.

In addition, McGregor has worked for the Key Communities program for six years, teaching a first-year seminar each fall semester. He was also instrumental in developing and implementing the curriculum for the course "Concepts and Critical Thinking in the Liberal Arts," a class intended to assist students in assessing their own learning, and therefore improving their scholarship.

McGregor's engagement with the broader campus community highlights his leadership and positive role-modelling amongst peers. He leads by example by actively participating in frequent professional development opportunities and inclusion initiatives such as the Creating Inclusive Excellence program, the Women and Gender Collaborative's "Man Educate Yourself" training, Safe Zone, Dream Zone trainings, and the spring 2020 edition of the Inclusive Pedagogy workshops. Somehow after

all of that, McGregor still finds time to participate in bowling leagues, fantasy football competitions and became a yo-yo enthusiast and ski instructor for his kids!

Latoya Noel Assistant Director of Advising Training & Development, Collaborative for Student Achievement

Going above and beyond for her team is Latoya Noel's ethos. Noel knew that collaboration and connection for the over 100 Academic Success Coordinators (ASC) had to stay strong even if her team could no longer meet face to face. She redesigned trainings and onboarding for new and seasoned advisors that could be delivered remotely. She hosted community partners to give up to date information to share with students. Her attitude exemplified flexibility and positivity: a willingness to change, experiment, or try new things that helps her team feel cohesive. She has recognized the new reality with humor and honesty.

Noel's leadership is amazing and comforting to her team. She continues to feel more like a partner and advocate for their growth and professional development instead of acting like a hierarchical figure. She takes time to connect people who may be siloed in departments and invites ASCs to be active participants in all trainings, all level of communications, and shares best practices.

Doing more with less has never been tested to this level in the pandemic. Latoya started using TEAMS and Zoom in creative ways, changing her email formats, and creating an online hub for all sharable info. She starts all meetings by humanizing and connecting with everyone, whether it be sharing music recommendations and podcasts in the chat or posting poignant quotes to ponder. The biggest strength: she knows empathy doesn't cost a thing but stretches far.

Layne Doctson Assistant Annual Fund Coordinator for Engagement and External Operations Athletics

Layne Doctson exemplifies what it means to lead and care at the same time! In a time when Zoom and Teams are our sole methods for meetings, and where most people do not have their cameras on, much less contribute to the conversations, Doctson always has her camera on and is ready to contribute to conversations in a thoughtful, well-spoken manner that sets a very good tone for all meetings she is a part of. Incredibly thoughtful, organized and articulate, Doctson has helped design outreach programming and messaging that has elicited a huge reaction in Athletics' development and fan base.

Doctson gives back to the community by serving on multiple

committees beyond her daily work responsibilities. Some of these include the CSU Young Professionals leadership team, the Athletics Professional Development Committee, and the Athletics Together Initiative Council leadership team. As a founding member of the Together Initiative, Doctson seeks to address systemic racism and social justice within CSU with a focus on education and dialogue. In each of these spaces, Doctson works to find connections and collaborations between her role in the athletics department and other units within the larger campus community. She is constantly thinking from a systems level perspective and bringing the focus back to the students we all serve.

Her professionalism and genuine care for others is an example. She has started sharing that passion with the new Green Table Talks program for women of color in the Athletics department. She organically forms relationships and shares supreme nuggets of wisdom with all present.

Michael Menefee Co-Team Leader for Conservation Data Services, Director of IT, and Environmental Review Coordinator, Colorado Natural Heritage Program

How many hats can one person wear in a role? Well, Michael Menefee is pushing the boundaries on that answer! The tech wizard has been priceless for the Colorado Natural Heritage Program as he's helped them adjust to remote life. He has led massive improvements of their Network and its computing resources, implemented better models for IT, and somehow, he can always think at the level of individuals and keep the bigger strategic picture.

Menefee is also leading the development of a new web map tool called CODEX. This tool will make it easy for partners on and off campus to access data. He not only is designing this new tool, but he has helped secure donations to launch the program. Menefee is leading a group of service learner students in a capstone class who will develop outreach materials and a story map for CODEX thereby helping the students, who will develop professional level skills and saving resources for the department.

This past year also saw Menefee become a hero for the department as the website and network came under attack. Menefee acted quickly, coordinating a team of former system administrator students that he had mentored and made a plan to repair the network. With his community of collaborators and supporters, he isolated the SAN Drives, knowing that it might be possible to save all of the data on them if the situation was handled correctly. At stake were 40 years of data collection and projects!

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With Chef Andrea

Tamales

Ingredients:

- 4 cups maseca (corn flour)
- 2 ¼ cups lard (1LT/1kg) or butter
- 1 lb guajillo chiles
- Olive oil
- Corn husks
- Salt to taste
- 1 lb pork rib
- 1 onion
- 4 garlic cloves
- 1 pinch oregano
- 1 pinch pepper
- 1 clove



Directions:

1. Cook the pork ribs with two garlic cloves and half an onion. Add in the salt and leave it until it cooks well. Separate the meat and the broth and reserve the meat broth.
2. While the pork is cooking, add the chiles, two garlic cloves, and a pinch each of oregano and pepper in the blender. Blend it very well.
3. Fry the pork meat and when it is nicely fried, use a strainer to add in the red chile sauce that you blended. Add some salt to taste.
4. Once the meat is ready, you can begin the dough. Pour the maseca or corn flour in a large bowl and add the broth that you set aside.
5. Add salt to your liking and mix in the lard or butter to the dough. Knead until the dough is soft.
6. Boil hot water and soak the corn husks to soak in hot water in a bowl or plater until they are soft and pliable.
7. To start making the tamales, add a small scoop of dough, spread it well on the husks, leaving a gap around the edges to allow for folding. Add meat or veggies on the dough.
8. To fold the tamales, fold the long sides together and then fold the ends together. Tie the packet with some twine or a strand of corn husk so it doesn't open during cooking.
9. Add 2 cups of water to the bottom of a tall pot and set a strainer or colander on top. Make sure the tamales don't touch the water. Steam for 1-2 hours. You may have to add more water to the pot during the steaming process, but always be aware of not letting the tamales touch the water.

Traditionally Dia de la Candelaria (Candlemas) is held on Feb. 2 in Mexico and is a festival day with a candle-lit procession, time in church, and making and eating tamales with family and friends. While this year's festivities looked different due to the COVID-19 pandemic, one thing stayed the same: the tradition of making tamales. Tamales are steamed corn flour packets filled with sauce and/or meat or vegetables. They are wrapped in corn husks or banana leaves before being steamed. Another variation is sweet tamales with fruit-filled centers.

One of the CSU Todos Santos Center staff, Andrea, learned how to make tamales from her grandmother this year and shared the process through photos. You can learn how to make traditional tamales and more about the holiday through this video: [youtube.com/watch?v=X7Kees1R-E0](https://www.youtube.com/watch?v=X7Kees1R-E0).



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

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Solar arrays coming to CSU for Earth Day

By Zahra Al-Saloom

Earth Day is right around the corner on April 22, and Colorado State University has some major reasons to celebrate.

CSU joined the Climate Reality Pledge in 2017, setting the goal to achieve 100% renewable electricity by 2030. One of the ways of making strides toward that goal is with the construction of 21 new solar arrays beginning in April. This new project will add to the 21 solar arrays already located on campus. When complete, CSU will be home to 42 total solar arrays. The first solar array at CSU was installed in the summer of 2009.

According to Campus Energy Coordinator Stacey Baumgarn and Carol Dollard, an energy engineer at CSU, the projected timeline for completion of the new installments is Fall 2022. Construction will begin around the time that most students will be leaving campus. However, anyone still on or near campus will be able to see the cranes and the process of the new arrays going up, with the first one being at Laurel Village. Out of the 21 arrays, 19 will be positioned on rooftops, with the last two on ground mounts.

One array will be placed over a sheep pasture at the Ag Research Development & Education Center, located just north of Fort Collins. By being able to place a large array over the pasture allows the land to be utilized for both grazing and renewable electricity generation. As for the sheep, they won't mind a little extra shade. "This demonstrates how renewable energy and ag can coexist," Dollard said.

Another array will be installed in the Westfall Parking Lot in the form of a large canopy over the lot. This design provides shading and cover for vehicles parked under the solar array. Having different ways and locations to place the solar arrays is important because the campus has many energy-intensive buildings. The reality is that the CSU campus itself does not have enough roof space to produce all the electricity needed to reach its goal of 100%. This is why a key part of achieving the goals of the climate pledge is that CSU will also rely on partnerships.

"At the beginning of this process, we did an analysis on the roofs and parking lots across campus,



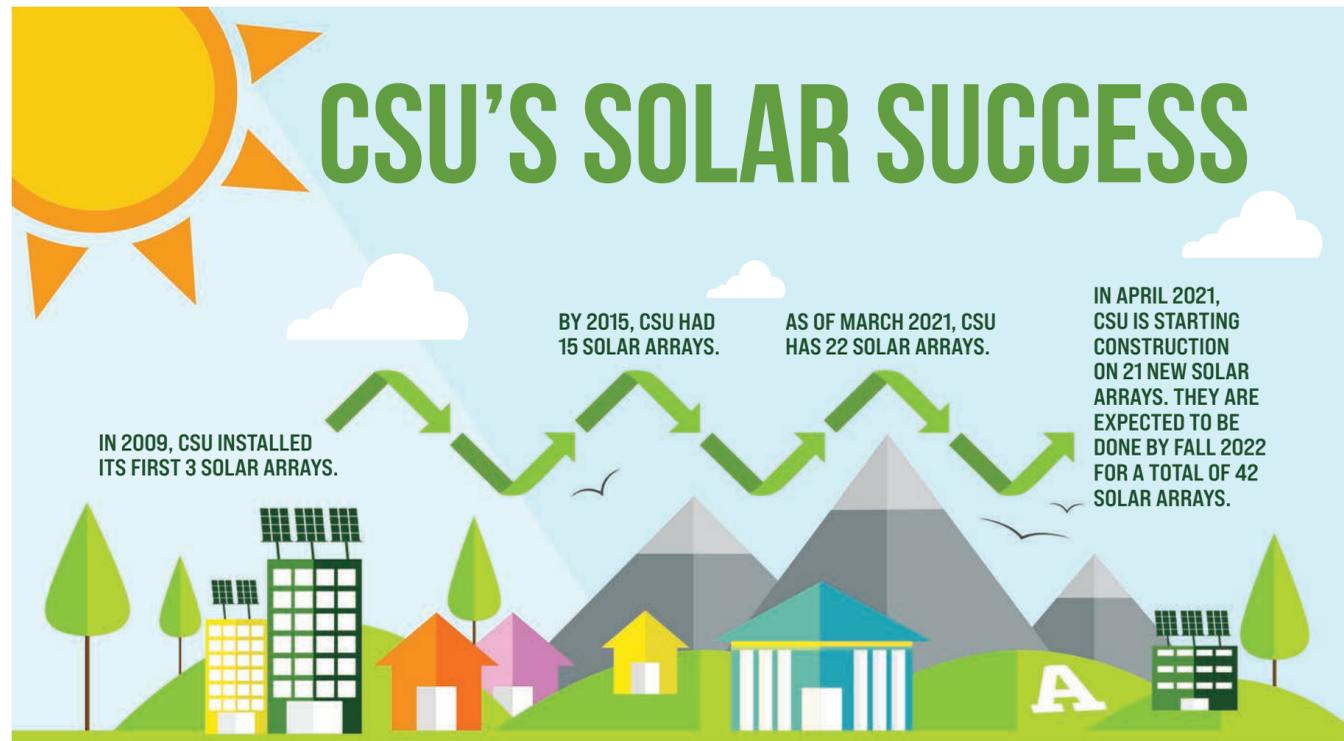
and some were taken out because maybe the condition wasn't good or that we couldn't afford to replace the roof before we put solar panels on it or we didn't know how long it might remain a parking lot," Baumgarn said.

Fortunately, Fort Collins Utilities and Xcel Energy hold similar renewable electricity goals. These utility partners and CSU have benefitted from one another in

the last few years. In 2021, 50% of the electricity coming from Fort Collins Utilities will be from renewables. It was only a year ago that 65% was still coming from fossil fuels. Through ongoing utilities efforts and projects like these new solar arrays, CSU plays a part in helping narrow that margin and achieving the shared goals. "We can achieve this goal - together," Baumgarn said.

Learn More

For more information visit green.colostate.edu/solar-and-biomass.



The average household uses: 725 kilowatt hours per month, 8,700 kilowatt hours per year.

Once all 42 solar arrays are installed, it will generate 7.5 million kilowatt hours, which roughly could power about 865 homes.

In 2021, the energy purchased from the city of Fort Collins will be 50% renewable.

Designed by Anna Meiser
More info at green.colostate.edu

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