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 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.
Experience more of CSU Life online.

CSU LIFE

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

By Kevin Jouchi

Colorado State University faculty, staff and students will soon have access to the university’s new two-factor authentication system as CSU rolls out two-factor authentication for email access.

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 for some time. The university, its systems, and all of our personal data are at risk.

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 helps youth access 4-H programs, including those within the Newsmakers

FORT COLLINS: Peting Mangoes, Renluka Maharaj Solo Exhibition

March 12 through April 10, 1-4 p.m. The Center for Fine Art Photography

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

Nocobox Presents: Spring NoCo Pop-up Market

April 12, 11 a.m. - 1 p.m. Plenty Wellness & Art Gallery Parking Lot

Visit the Spring NoCo Pop-up Market for food, fun, and community. You can shop at a pop-up market throughout the day.

Fort Collins Foodie Walk

Monthly on the 3rd Saturday, 5 - 8 p.m. Downtown Fort Collins

Come explore downtown Fort Collins by foot while discovering local food and beverage establishments. This walk is perfect for the foodie who loves to explore the culinary scene.

Geeks Who Drink

2nd Wednesday on the 1st Thursday, 9 - 11 p.m. Gildon Goat Brewhouse

Join us for free to play pub quiz. Win glory, fame, and gift cards by proving you’re the best of the best in collaboration with CSU Libraries.

Earth Day Fort Collins

April 22 - April 29, 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.

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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 empower researchers to decrease waste and increase efficiency.

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 about the Green Labs programs. When one person learns about and adopts a more sustainable practice and shares it safely 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 help 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 shut down. 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 psychology today.com article by Gay Wrinch PhD 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 helplessness 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 faculty and staff at CSU may also be facing other challenges, including multiple caregiving roles. With family and students staying home, faculty and 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 those 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 what they’re coping with, 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.

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 Klaasen

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.at/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.”
Brad Johnson
Capital Construction Project Manager, Facilities Management

Brad Johnson’s day job is as the 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 taken 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 2020 semester, Johnson gradually improved the testing operations and interventions, culminating in the current major test center at the MAC gym in which several thousand people can be screened in a single day with minimal lines and wait times. In addition, he has been 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 goal of having most courses meet face to face.

Johnson’s collaborative spirit, his respect and appreciation for his colleagues, and his ability to keep the entire CSU community shining through everything he does. That dedication and respect is returned one hundred-fold. Johnson is greatly esteemed by his colleagues who have the honor of working with him. Enjoy learning about people, their roles, and how best to fit their expertise into the CSU puzzle. He is confident in his skill set and that his time can make a difference to mentor staff and support students, teaching and leading by example. He puts the university’s mission of preparing students to lead our collective future at the heart of his work.

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 “hustlers in the AP constellation” at CSU. She is an champion for CSU’s Principles of Community and feels strongly about efforts related to inclusion and social justice. Lavelle also serves as a member of the WSOCR Star Advisory Council, working to improve the climate and work environment of her colleagues.

She started and oversees scholarship programs and assisted in the creation of the Celebrate Global Engineering program. She’s ingrained herself in every campus department and made tremendous impacts with every group she’s worked on.

Professor Brian Maksy describes Lavelle brilliantly: “The CBE department and much of the WSOCIE depend completely on her tireless efforts to welcome our new faculty, to nurture our expanding research teams, and to make all feel valued and included. Lavelle’s endeavors to build a healthy, diverse, and inclusive community. Whether it is by assisting first-generation students to achieve academic goals, helping international students to complete complex immigration paperwork, or consoling students, facing tough times, she is there with a listening ear and loving personal touch. Claire’s support has always been amazing. Words cannot do justice to her massive positive impact that she has 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. Everson is the genuine embodiment of the Principles of Community. Johnson consistently asks “Who’s voice is missing from this discussion?” which shows how much value he places on the principle of inclusion, as well as his willingness to add others comments and ideas to ensure a better, overall product.

Claire Lavelle's scholarship uses innovative research methodologies to learn how to generate systems disruption; change and uplift community; engaged efforts that both inform and are informed by policy and practice from a focus on community engagement, and disparity to equity. Everson leverages her team-based approach to innovative new ideas: to old problems, and cultivate meaningful and inclusive, family, community, and system-level efforts. Notably, Courtney is collaborating with the Office of the Chief Action Officer, the Kempe Center for the Prevention & Treatment of Child Abuse & Neglect, Illumina, Colorado. She also serves as a co-editor of Anthropology of Children & Youth Interest Group, American Anthropological Association, and is on the editorial board of the Journal of Complementary and Alternative Medicine. Everson also serves on the Committee for Social Justice in the SW, and recently presented a session at the 20th Annual CSU Diversity Symposium.

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

Dell Rae Ciavaro had already come out of her comfort zone when the university as the risk and public safety communications team became the pandemic hit and turned all our worlds’ upside-down. In the immediate aftermath of the PPT and the ever-evolving external guidance and information, Dell Rae started construction of the university’s initial COVID response website, getting it online virtually overnight.

She wrote almost all the initial web content, distilling it for the very first time. Dell Rae has continued to advise students on assessing their own learning, and therefore improve their scholarship.

Moreover, Dell Rae has worked for the Key Communities program for six years, teaching oldest and youngest of the CSU community through every step. She is also instrumental in developing and getting the COVID website online, virtually overnight.

McGregor’s engagement with the Fort Collins community highlights his leadership and positive approach. McGregor connects with colleagues in University Communications and about participating in frequent professional development opportunities and inclusion initiatives such as Project TIPS, the university’s peer-to-peer counseling program.

Her expertise in understanding sexual assault and intimate partner violence in the helping professions is unmatched.

Layne Doctson
Assistant Annuity Fund Coordinator for Engagement and External Operations

Layne Doctson exemplifies what it means to lead and care at the same time. Layne and her team are so well-organized and Team’s are our sole methods for updates and where most people do not have their cameras on, much less contribute to the conversations. Layne is so valuable because she is ready to contribute to conversations and front of the line. In her role, Layne works to develop and maintain communications strategies for the university.

McGregor’s engagement with the Fort Collins community highlights his leadership and positive approach. McGregor connects with colleagues in University Communications and about participating in frequent professional development opportunities and inclusion initiatives such as Project TIPS, the university’s peer-to-peer counseling program.

Everson is an innovative researcher intent to making and transference of skills for students of the Liberal Arts.

Everson is an especially strong advocate for the advancement and inclusion of women in STEM fields. She has presented at the Colorado Women’s Department of Education Conference on her research and advocacy work. Everson is also an especially strong advocate for the advancement and inclusion of women in STEM fields. She has presented at the Colorado Women’s Department of Education Conference on her research and advocacy work.

Layne Doctson has helped design outreach updates, and curated developing videos, social media, and electronic resources for the department. Her efforts were handled correctly. At stake were 40 virtual-catering/or call 420-3062.

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Tamales with Chef Andrea

Ingredients:
• 4 cups maseca (corn flour)
• 2 ¼ cups lard (1LT/1kg) or butter
• 1 lb guajillo chiles
• 4 cups maseca (corn flour)
• Salt to taste
• Corn husks
• Olive oil
• 1 lb pork ribs
• 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 meal 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 platter 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 it 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, Día 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. Tamale packets 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=XY7KezcH-R-E0.
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 project timeline for completion of the new installations 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.

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