

# The Communicator

Volume 20, Issue 4  
June 2020

## Join us in Congratulating the Outstanding Achievement Awardees for 2020!

**The Outstanding Achievement (OAA) recognizes meritorious and outstanding achievement in job skills and/or service to the University by State Classified employees.**

### **Hannah Penland, Program Manager, University Housing**


Compassionate, efficient, supportive, detailed and inclusive are a few of the words used to describe Hannah Penland. Hannah serves as the Program manager for University Housing and oversees four individuals. She serves as a mentor and coach to these individuals and provides ample opportunities for professional development and creates a work environment that focuses on CSU's Principles of Community. Hannah is viewed as the "Go To" for knowledge and has created systems to support strategic efforts across her department acting as the liaison between University Housing and Housing & Dining Services Communications departments.

### **Elizabeth Sorensen, Undergraduate Coordinator, Department of Art and Art History**

The job Elizabeth stepped into is very different than the one she enjoys today... not because the job changed, but because she changed the job. Elizabeth treats all who enter the office with care, compassion, and a genuine interest in helping all who come into her office. She has raised department standards, brings professionalism and humility to her work, and always rises to the occasion. Additionally, Elizabeth understands that students experience challenges not just in the classroom and works to address those needs in a thoughtful manner bringing awareness to staff and support to students.

### **Judy Rogers, Program Assistant, Aerospace Studies**

Judy is a 30-year CSU employee that has been serving in the Aerospace Studies Department for the past 12 years. Her ability to create processes and maximize efficiencies only adds to the value she brings to the Department. Viewed as the "backbone" of the department, Judy handles all operations from



managing finances to scheduling room space and facilities to serving as a vital link to external agencies both on and off campus. Judy has been able to seamlessly onboard new Air Force members coming to work at CSU without missing a beat. Her efforts with CSU's Air Force ROTC have contributed to the unit being selected as the top in the Nation for this year. Additionally, she provides support and mentorship to students and has greatly contributed to the establishment of a scholarship endowment.

### **Meg Skeehan, Program Assistant, Department of Accounting, College of Business**

Known for their passion, commitment, and engagement - Meg serves across campus on countless committees working to create and contribute to a more diverse and inclusive environment at CSU. Meg notably serves as the Chair of the Classified Personnel Council and works to better the lives of employees across campus by advocating for additional leave, living wage pay, salary increases. Meg also works to bring awareness around legislature and policy changes at the campus, local, state and national levels. Meg goes above and beyond cultivating and developing relationships and people as can be attested by the numerous students, staff, and faculty they have worked with over the years.

### **Marcia Stille, Senior Veterinary Technician, Clinical Sciences, CVMBS**

"Marcia" is a great co-worker and teacher, known for her professionalism, a ready smile and for engaging, supporting and encouraging students, clients, staff and faculty every day. Her leadership as a coordinator and instructor in the Special Forces Medical Sergeant Medical Proficiency Training program for the US Army demonstrates the far-reaching impact that one individual's above and beyond efforts can have. Her ability to adapt and refine a repository of medical information has taken the program and its participants to new levels as she ensures the training experience each medic receives is mission focused and practical.

## Join us in Congratulating the Positive Action Awardees for 2020!

**The Positive Action Award recognizes individuals, groups, units or departments that have made a positive contribution to State Classified employees at Colorado State University by fostering a supportive work environment, improved campus climate, and/or positive work experiences for State Classified employees.**

### **Robyn Fergus, Executive Director of HR/ Chief Human Resources Officer**

Robyn has been at CSU for less than a year, but in that time, she has worked with CPC to identify needs and support options for State Classified Employees. Coming into a new role is no easy task, but Robyn has always been enthusiastic about her work and works to come up with innovative approaches to solving problems. With Robyn's direction, we have been able to roll out a new performance management training module, and with her guidance we plan on focusing on the culture of performance management at CSU beyond the basic requirements. CPC looks forward to working with Robyn moving forward into the next year and beyond! for professional development and creates a work environment that focuses on CSU's Principles of Community. Hannah is viewed as the "Go To" for knowledge and has created systems to support strategic efforts across her department acting as the liaison between University Housing and Housing & Dining Services Communications departments

### **Rams Against Hunger**

The goal of Rams Against Hunger at Colorado State University is to serve as emergency food relief for Colorado State University undergraduate students experiencing food insecurity – but their efforts such as the mobile food pantry have also provided significant relief for the greater CSU community including faculty and staff. Food insecurity broadly defined is "the state of being without reliable access to sufficient quantity of affordable, nutritious food." CPC is beyond grateful for the support and programs that Ram's Against Hunger provide, and we hope to continue partnering with this program in the future by volunteering at the mobile food pantry pick ups. Learn more about this program and their impact [here](#).



**CLASSIFIED  
PERSONNEL COUNCIL**  
COLORADO STATE UNIVERSITY

### CPC 's Mission:

Representing State Classified employees at CSU by promoting, improving, and protecting their role within the University system.

### CPC Wants to Meet Your Team!

CPC wants to come to your staff meetings and events to introduce ourselves and talk about what we do! We are also willing to meet with your team virtually.

Talk to your supervisor about reaching out to add us to your schedule, or if you are a supervisor email [cpc\\_chair@colostate.edu](mailto:cpc_chair@colostate.edu) to set up a time when we can come by and talk to your team.

We look forward to meeting you and learning about what issues matter

## Voluntary Retirement Incentive Plan Information

CSU HR released information about a voluntary retirement incentive plan on June 1, these plans are an opportunity to align the University's salary costs with revenues in light of the projected budget shortfall. No supervisor should urge or persuade any individual to participate in this, it must be completely voluntary.

Eligible employees may apply for the plan from June 1, 2020, until June 30, 2020, 5 pm, MT. The voluntary retirement incentive plan date will be August 31, 2020 or December 31, 2020. All applications must be approved by the review committee, made up of the applicable Dean or Vice President, Provost (for academic units), CFO and President, and will consider derived savings to the University.

There is no guarantee that the voluntary retirement incentive plan programs will be offered again. For more information on this plan please visit the [Voluntary Retirement Incentive website](#).

## FREE Summer Financial Seminar

Canvas Credit Union is hosting summer financial seminars for CSU staff. To register for the below, visit the My Learning [website](#).

- Financial Survival Skills | June 11 & 17, 12-1 pm
- Finances: Now What? | June 16, 5:30-7 pm
- Do the Side Hustle | July 7 & 8, 12-1 pm

## Financial Tips

- For 17 tips on how to save money, [click here](#).
- Needs and wants, and how to budget for both. [Click here](#) for the full article.
- What can you do if you experience a loss of income? [Click here](#) for 5 tips!
- Fraudsters are active now, to learn how to avoid Coronavirus scams, [click here](#).
- Cheap-and-easy meals, [click here](#) to view!

## Educational Assistance Award Deadline Extended

CPC encourages all State Classified employees to apply and wishes you the best of luck as you pursue what matters, whether that is CSU campus educational opportunities or professional development. The Classified Personnel Council has decided to extend the deadline for applications through July 31, 2020. [Click here](#) to apply.

Contact the CPC for benefits questions, employee engagement and recognition, legislative concerns, quality of work life, university policies, and other topics and inquiries and more!



## Donate to the Leave Sharing Program

The Leave Sharing Bank program needs your help with leave donations. The program provides income protection to eligible State Classified employees who experience a life-altering event but have inadequate accumulated paid time-off. Annual leave donations by State Classified employees fund these requests. Learn more about the Leave Sharing Bank program by clicking [here](#).

## C2C: Commitment to Campus

CSU Faculty and Staff are Eligible  
Colorado State University's Commitment to Campus encompasses a wide range of programs, discounts, and special benefits available to CSU faculty and staff. To view the available opportunities and to sign up for the monthly emails, [click here](#).

## Get Connected!

### Academic Computing and Networking Services (ACNS)

Need help getting connected? Contact ACNS for email, eID assistance, computer/phone diagnostics and repair. To view their website click here [click here](#).

- For assistance over the phone, call 970.491.7276
- Contact [help@colostate.edu](mailto:help@colostate.edu) for email assistance

### You're Not Home Alone Pen Pal Program

Commitment to Campus would like to connect you with a pen pal! Or e-pal or phone-pal, whatever you may choose. Please [click here](#) to sign up!

## The Food Bank for Larimer County

In this difficult time, food is being distributed at the following Larimer County Food Bank locations:

- 1301 Blue Spruce Drive, Fort Collins
- 2600 North Lincoln Avenue, Loveland

Free meals for kids for are available within Larimer and surrounding counties.

- [Click here](#) for Larimer County information.
- [Click here](#) for Weld County information.
- [Click here](#) for Thompson Valley information.

## United Way of Larimer County

For a list of community resources including the following, [click here](#).

- 211 Colorado. Get connected. Get help. Serving all Colorado communities. [Click here](#) for more information! Or call 866.760.6489, today!

## Health and Fitness

### Online Fitness Resources and Programs

- To access CSU's Campus Recreation Resources, [click here](#).
- To access CSU's Adult Fitness Program, [click here](#).

### Adopt a Neighbor

The City is seeking healthy volunteers to assist with services to our vulnerable populations. The Adopt A Neighbor Program pairs volunteers with neighbors in need during the current pandemic. This can range from getting groceries to pet care/dog walking, driveway shovelling, and more.

- To volunteer or request services, [click here](#).
- Or reach out directly to Sue Schafer by email at [sschafer@fcgov.com](mailto:sschafer@fcgov.com), or phone, 970.416.4245.

## Housing

### Homeward Alliance Resources

Temporary Service Site for Adults Experiencing Homelessness and other resources offered by Homeward. [Click here](#) for more information.

### Neighbor to Neighbor

This program provides emergency rent assistance through online application. Please [click here](#) for more information.

- Don't live in Fort Collins? Visit [Spark the Change](#) to learn about opportunities in your area

### Utilities

In response to COVID-19, Colorado utilities will not be disconnected. If you live in Fort Collins, [click here](#), or call 970.212.2900 to receive assistance or make a payment arrangement.

- Other utility providers have similar programs, reach out to your provider today!

### CSU Faculty and Staff Housing

Resources and information for current renters and those in search of housing, including legal resources, [click here](#).

State of Colorado

Resources for those facing eviction, foreclosure, or non-payment of utility bills, [click here](#).

## Miscellaneous

For CSU Extension Free Gardening Classes, [click here](#).

For Spiritual Care Services at CSU, [click here](#).

## Distance Learning

Talent and Development has moved online, but they are still offering a variety of online courses. Please view upcoming learning opportunities by [clicking here](#).

## Employee Assistance Program

### COVID-19 Guidance and Support 24/7

To read a letter from Jan Pierce, your EAP Coordinator, please [click here](#). Jan is working remotely and is here to support you in this time of uncertainty. For mental health resources please all Compsych. If you are struggling to get connected, feel free to reach out to Jan Pierce by phone or email.

- Mental Health Resources: Compsych, call 24/7 800.497.8133
- Jan Pierce, EAP Coordinator, [jan.pierce@colostate.edu](mailto:jan.pierce@colostate.edu), 970.491.3437

## CARE Program

### Work-Life Resources

The CARE program provides CSU employees with information about, and referrals to, agencies and organizations in Northern Colorado who provide low-cost or no-cost services. Additional COVID-19 resources are available on the CARE website, [click here](#).

CSU Cares is there for employees in need. CSU Cares has awarded \$115,940 to approximately 80 recipients in emergency situations created by disasters like wildfires, floods and hurricanes. [Click here to read the Source article](#).