The FLC Softball team is ranked 3rd in the Rocky Mountain Athletic Conference. The Skyhawks have four remaining regular season home games April 6-7.
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New FLC Model Contract (Replaces PSA)

For a number of years, Fort Lewis College has utilized a Personal Services Agreement (PSA) for contracting services with an independent contractor when the state contract was not required. This form has gone through a number of revisions over the years as the appearance and content changed when necessary.

As a result of the College adopting our own fiscal rules and changes needed to the existing PSA because of that action, an entirely different form has been created for use beginning March 14, 2012. The new form is titled “FLC Model Contract,” and is a modified version of the state’s model contract. The new form has been modified a number of times as we worked with the State Attorney General’s Office to compose a contract which met with their approval and contained all language required in state contracts. Because this contract has been reviewed and approved by the State Attorney General’s Office, there will be no need to send it to their office for legal review unless the contractor requests changes to which we can’t agree, or the amount is substantial enough to require their review.

In addition to the new contract, the FLC Human Resources Office has created a certification form specific to Fort Lewis College which replaces the former “State Certification Form.”

You’ll find both new forms available on the Purchasing web page at: http://www2.fortlewis.edu/purchasing/home.aspx.

On the Purchasing web page under FLC Contract, you’ll notice that in addition to the FLC Model Contract and HR Certification Form, there are four more forms in the list. These are Independent Contractor Checklist, Vendor Disclosure Form, W-9, and Requisition. All of these forms were incorporated into the old PSA, however they are not a part of the new model contract form. Remember though, that all of these forms are still required to be completed and must be attached to the contract when it is sent to the Purchasing Office. If the contractor is a sole proprietor, then an Exhibit IC is also required.

Lastly, in the new model contract, Section 12 states the insurance requirements for the contractor. The only person at Fort Lewis College who has the authority to waive those requirements is Terry Richardson, EHS Director. Please make sure that you contact him when you fill out the contract for his recommendation regarding these requirements. If the insurance requirements are waived and the verbiage is struck through, Terry’s initials must be on Section 12. If that section has been crossed out and there is no indication that Terry approved the change, the contract will not be signed and will be returned to the originating office.
New Travel Form Info and Training
As of March 12, 2012, the new travel form is live on the FLC travel web page. Please use only this form for all travel “Authorization” and “Reimbursement” requests.

Before beginning, remember:
A. When starting an Authorization, ALWAYS begin with a new, clean form. Do not reuse a saved form.
B. Make sure you’re in the correct form, i.e. Authorization or Reimbursement
C. Pay attention to pull-down windows. They provide pertinent choices which can affect the automatic formulas in the form.
D. Pay attention to all pop-up windows. They provide very important information of which a traveler needs to be aware.

Authorization: Estimate all expenses as closely as possible.
• Select “Authorization” in drop-down box (upper left hand corner)
• Top Section, yellow-highlighted boxes are required.
• Some items will figure automatically. Some will require manual entry.
• All pre-paid expenses go under “Pre-Paid Expenses” which is below “Reimbursable Expenses”
• Print the form for signatures and save it on your computer

Reimbursement: All expenses listed in this form must be true, accurate, and documented.
• Open the saved form
• Select “Reimbursement” in the first drop-down box (You will see that the yellow-highlighted boxes have shifted. When you populate these boxes, note that the accounting information populates.)
• REMEMBER TO ENTER THE TRAVEL # (which you receive from the Travel Office) IN THE HIGHLIGHTED BOX IN THE TOP RIGHT CORNER
• Enter actual expenses under either the “In-State” or “Out of State” column based on the destination
• Print the form and save it on your computer

2011 Campus Writing Awards Winners
Composition 125/126/150
First place: “The Liberal Arts Education: The Key to a Lifetime of Happiness?” by Anne-Marie Westberg (nominated by Ayla Moore, COMP 126)
Honorable mention: None

Freshman/Sophomore Academic Writing
First place: “Race and Womanhood in the 1800s” by Gracyn Overstreet (nominated by Delilah Orr, ENGL 268)
Honorable mention: “Agapic Dissidents and Political Altruism” by Richard Hum (nominated by Ayla Moore, COMP 250)

Freshman/Sophomore Professional/Technical Writing
First place: “Individual Water Conservation: The Key to Solving the Water Shortage Crisis” by Candice Jenkins (nominated by Lauren Delle, COMP 252)
Honorable mention: None

Junior/Senior Academic Writing
First place: “Ahab and Abraham; Whales and Sons” by Daniel Johnston (nominated by Larry Hartsfield, ENGL 320)
Honorable mention: None

Junior/Senior Professional and Technical Writing
First place: “Analysis of Predator Density in Unburned Versus Burned Forest; 9 Years Post Missionary Ridge Fire” by Nicholas Steiner and Eric Falk (nominated by Joseph Ortega, BIO 497)
Honorable mention: “The Effects of Various Sudden Aspen Decline Intensities on Understory Microclimate and Plant Biomass in Southwest Colorado” by Ellen Keaveny (nominated by Julie Korb, BIO 497)
Anyone in higher education wishing that they can continue to do things, at least in a financial sense, the same way they’ve always done them is kidding themselves. Financial uncertainty at the state and federal level and the rising costs of providing a high quality education are the new realities for higher education institutions across the country. Colleges and universities need to find ways to balance their budgets, and simply raising tuition to fill the shortfalls is not the best approach as students and their families become increasingly cost-sensitive.

Budget cuts are another avenue that institutions can take to cover financial hard times. In 2010, Fort Lewis cut approximately $4.5 million out of its total budget as Colorado cut higher education significantly. The danger with budget cutting, though, is that cuts that are too deep will cause the quality of the education being offered to suffer.
A third option is for an institution to take a closer look at how it operates and look for ways to run more efficiently. Increased efficiency and effectiveness means work can be done faster, better and less expensively. To accomplish this, Fort Lewis College has begun a three-year project to examine the way it does business.

“To help us streamline our business functions, the College is hiring four business analysts who specialize in process improvement and system implementation,” says FLC Vice President for Finance and Administration Steve Schwartz. “This role will be instrumental in helping us cut waste, be proactive and become more nimble in each of our business areas. We expect this investment to more than pay for itself as we streamline work and empower our staff to reach higher.”

“The role of the business analyst is to improve different types of processes to increase effectiveness, increase service and/or save money. It’s not just to save money; usually it is to make employees’ jobs more productive while increasing service to our students,” adds Matt McGlamery, FLC’s director of Information Technology.

As internal inefficiencies can be like an anchor dragging on an organization’s competitiveness and ability to innovate, the job of a business analyst is to identify these inefficiencies and propose more effective ways of getting things done. FLC’s analysts will lead teams of FLC employees in examining the systems currently in place. The outside-in perspective of the analysts is valuable as employees already working within a system sometimes have trouble seeing beyond the borders of their work.

“Employees involved in the day-to-day running of the College are often too busy to take a step back, look at how work is getting done, and take the necessary steps to get others involved in improvement,” explains Ron Swingle, the lead business analyst at FLC. “Oftentimes, processes become almost invisible over time, albeit frustrating, because they get ingrained into the culture (i.e. ‘this is how we’ve always done it’).”

Currently, the business analysts and their teams are looking at three process areas of the College that consume a tremendous amount of time to complete: payroll, travel, and purchasing. The offices overseeing these areas saw significant cutbacks during the budget reductions, but the workload has remained the same or increased. In 2011, the FLC Purchasing Office processed around 700 Request for Payment forms each month. That same year, two Human Resources employees spent about 60 hours a month checking and fixing errors in the payroll system. These are just two examples of systems that FLC can work on to run more efficiently and effectively.

“If we are successful at eliminating much of the manual, paper-based work, our people can work on higher-level activities that will be more satisfying to them, as well as help the College become more competitive in the future,” Ron says.

“I’d say the business analysts are a great resource to help us focus on how we can do our jobs better and a resource to help us meet our goals and timelines,” says Darren Mathews, director of FLC Human Resources.

One potential concern that some employees may have with the business analysts is that their work might lead to more job cuts for Fort Lewis. Darren offers reassurance in that regard.

“Since I know that’s not [the business analysts’] goal or role, I’ve never been worried that their outcomes would result in reduced jobs,” he says.

“In short I would say that the business analysts are helping us get to where we want, and need, to be,” he adds. “Their role is not to help us do more with less—we’re already doing that. Their role is to allow us to do better.”
CASE PROFESSOR OF THE YEAR DUE APRIL 16

There are a number of ways to judge a school’s educational value. One of the most important measures is the quality of the professors. More than anyone else on campus, a college professor can help their students succeed, both in their academic careers and in life after college.

The high quality of Fort Lewis’ professors is well known. One example is the Council for Advancement and Support of Education (CASE) Professor of the Year program. The program is the preeminent award for recognizing teaching excellence in colleges and universities. In short, only the best teachers are chosen as CASE Professors of the Year.

The nomination process for 2012 CASE Professor of the Year is currently underway and nominations of FLC faculty are encouraged. Winners receive $5,000 and an all expenses paid trip to Washington, D.C for the award ceremony in November.

Winners are chosen based on four criteria:
- Impact on and involvement with undergraduate students
- Scholarly approach to teaching and learning
- Contributions to undergraduate education in the institution, community and profession
- Support from colleagues and current and former undergraduate students

Campuses can nominate up to three professors for the award. The deadline for nominations is April 16, 2012 and nomination packets must include:
- One-page curriculum vitae
  Submit a concise summary of the professor’s education, teaching experience, other teaching awards, publications, service and other significant contributions.
- 2011–2012 academic year teaching log
  List the course titles, levels and a brief description of the content and pedagogy for each course the professor is teaching.
- Candidate’s personal statement
  Each candidate must write a personal statement (no more than 650 words) describing key contributions made as an undergraduate teacher. It should give a clear picture of the candidate’s work with students and his or her scholarly approach to teaching and learning, i.e., processes for investigating, evaluating and improving teaching and learning and for sharing it with others.
- Six letters of support (one to two pages each)
  Two letters from recent or former undergraduate students; two letters from campus colleagues, such as the nominator, president, faculty or academic deans; and two from supporters on campus, in the community or in the candidate’s profession. Letters from campus colleagues and supporters should be submitted on letterhead if possible.

More information about the CASE Professor of the Year award and the nomination process can be found at http://www.usprofessorsoftheyear.org.
## Year Nominations

<table>
<thead>
<tr>
<th>COLORADO INSTITUTIONS</th>
<th>PROFESSORS OF THE YEAR</th>
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<tbody>
<tr>
<td>U.S. Air Force Academy</td>
<td>7</td>
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<tr>
<td><strong>Fort Lewis College</strong></td>
<td><strong>5</strong></td>
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<tr>
<td>University of Colorado - Boulder</td>
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<td>University of Colorado - Denver</td>
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<td>Adams State College</td>
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<td>Colorado College</td>
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<td>Colorado State University</td>
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<td>University of Colorado - Colorado Springs</td>
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<td>University of Denver</td>
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Institutions with Colorado Professor of the Year winners. Institutions not listed have no winners.

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<tr>
<th>NOTABLE INSTITUTIONS</th>
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<tbody>
<tr>
<td>Purdue University</td>
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<tr>
<td>University of Cal, Berkley</td>
<td>6</td>
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<tr>
<td>University of Michigan</td>
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<tr>
<td><strong>Fort Lewis College</strong></td>
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<tr>
<td>University of Arizona</td>
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<td>Brown University</td>
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Notable institutions from around the country and their Professor of the Year winners.
FLC Alumna on a Mission: Animals in Nepal
Fort Lewis College alumna Kimberly Wright’s passion for helping animals is taking her halfway around the world. The 2010 graduate of the FLC Biology Department was accepted by the Veterinarians Without Borders program to travel to Nepal to help spay, neuter and vaccinate the stray animals that call the streets of Kathmandu home.

“There were several nations taking part in Veterinarians Without Borders, but Nepal stood out to me as the one that needs the most help,” Kimberly explains. “Nepal’s program is just getting started and has little to no funding, but still manages to make a huge difference in the lives of so many animals.”

The stray animal problem is a sizable one in Nepal. The Kathmandu Animal Treatment Centre estimates that there are 20,000 stray dogs alone that suffer from starvation, illness and injury on the streets of Nepal’s capital city.

Kimberly’s passion for helping animals like those in Nepal began at a young age and she came to Fort Lewis College to study biology with a larger goal clearly in mind.

“I majored in biology at Fort Lewis College because I knew it would not only fulfill my passion for science but also get me one step closer to my dreams of becoming a vet,” she says.

“I have been to a lot of schools in my day, but the personal attention I received at FLC made it stand out. I really got to know my teachers as well as myself. Professor [Erin] Lehmer has given me a great resume builder working with hanta virus and has written me some top notch letters of recommendation. Professor [Joseph] Ortega helped fuel my love for mammals and listened to me babble about all the animals I want to help. I really want to thank every teacher I encountered while attending FLC!”

Kimberly leaves for Nepal in April, though she is still working on raising the funds necessary to make the trip. She can be contacted at cat_woman_returns@hotmail.com.
Ally Kvidera scored a school-record nine goals to lead Fort Lewis (4-2 overall, 2-0 in the Western Intercollegiate Lacrosse Association) to a 20-6 win over Colorado Mesa (2-6, 1-3) on March 24 at Walker Field in Grand Junction.

“We came out and we played like we did in the second half against Adams and it was beautiful,” said second-year FLC head lacrosse coach Kelsey MacDonald. “We played amazing defense in the midfield. When they made a mistake, we capitalized on it. That’s how we won the game. We kept the intensity up in our court.”

The Skyhawks dominated the first half, with Kvidera leading the way to a 13-4 lead at intermission. She scored five goals on six shots during the first 30 minutes to pace the FLC attack. The Fort also did the little things right in the opening stanza — winning hustle stats like groundballs (27-19), draw controls (14-11), caused turnovers (5-2), and clearing attempts (10-of-14 for FLC, 7-of-14 for CMU).

Colorado Mesa took the early lead on Rachael Sutton’s goal 3:18 into the game. It would prove to be CMU’s only lead. Fort Lewis answered with three straight to grab a 3-1 lead — two by Kvidera and one from Kylie Smith, who also registered a hat trick in the first half alone. The see-saw affair turned into a blowout after the Mavs trimmed FLC’s lead to 5-4 midway through the first half. The last 15 minutes of the first frame saw the Skyhawks outscore the home side 8-0 to take control.

As a team, Fort Lewis shattered the record for most ground balls in a game with 51 (the previous high-water mark was 34 at Assumption on March 8, 2011). The Skyhawks won nearly every statistical category, including ground balls (51-37), draw controls (16-12), caused turnovers (5-4), shots (42-23), shots on goal (32-12), and turnovers (23-32).

Sutton scored four points on three goals and an assist for CMU. Lexie Chavez netted a pair of markers, while Allie Henderson scored the Mavs’ other goal.

Lauren Wells made 12 saves and had 10 ground balls for CMU.

The Skyhawks will play a rematch with Colorado Mesa for their first home game of the year on April 13 at Dennison Field.
Skyhawk Women's Basketball End-Of-Year Video

The Fort Lewis College Women’s Basketball team again stamped its place as one of the best teams in the country with a second consecutive Rocky Mountain Athletic Conference Shootout Championship. The team also won in the first round of the NCAA Division II Women’s Basketball Tournament before falling to rival Metro State in the second round.

Click on the image below to view a video celebrating the Skyhawks great year and great team.