

NOVEMBER
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FACILITIES MANAGEMENT

AT COLORADO STATE UNIVERSITY

FM WEEKLY
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Issue 144

Dear Facilities Management Team,

In just a few weeks Campus Planner Fred Haberecht will retire from CSU. **Colleagues are encouraged to attend his retirement party this Thursday, November 11, from 1:30-3:30, located at the Lory Student Center, Ballroom D.** We want to congratulate Fred on this new opportunity in his life! Let's begin this celebration by reflecting on his work and the relationships he has built at CSU.

In 1997, Fred began working at CSU as a consultant for flood design—work that culminated in him eventually joining our department as a permanent employee and a twenty-year career at FM. During that time, we emphatically believe Fred has made this campus a better place for all who come here. He is a remarkable individual dedicated to serving others with grace, goodwill, patience, and humility. A natural steward of the Principles of Community, Fred embodied these underlying concepts, even before they became the underpinning of the CSU community.

One of Fred's unique abilities is to gather a wide variety of stakeholders to engage in conversation and process, working toward inclusive input and resolution for difficult challenges. He strives to hear and acknowledge all voices, mindful to ensure that impacted people have a seat at the table. Fred continually demonstrates a high level of integrity; no matter a person expressing positive or negative viewpoints and regardless of their position within the University or community, Fred extends the courtesy of active listening with consideration and presence. He does a great job of putting himself in someone else's shoes to understand their perspectives. This helps people feel safe, acknowledged, and generates an environment of trust and reciprocation at CSU. Fred stays true to the concept that we rely on each other to ensure success for the entire Fort Collins and CSU community. And Fred is selfless in giving his time to meet the needs of our community, whether it's leading or attending more than 150 public meetings in a year to represent the university during a building boom or making time to help with a broad array of projects. He has served as the University's primary spokesperson regarding the more than \$1.7 billion in capital construction that has transformed campus since 2008, positioning CSU to remain competitive, relevant, and agile for the next 50 years and beyond. In that role, he engaged with every constituency imaginable: students, faculty, staff, alumni, business owners, neighborhood residents, city leaders and staff, and reporters. And always he made building relationships of trust a priority and mission.

Fred's process of transparent communication with the campus community, surrounding neighborhoods and businesses, and city officials is a measure of innovation. The university now emphasizes our "town and gown" relationship with the City of Fort Collins. Our ability to make this claim sits firmly on the depth and breadth of the



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work Fred accomplished. He embraced the role of being the public face of the University and established important, professional working relationships, spending more than two years working closely with the City and community members during the building of the new on-campus stadium. He calmly approached this controversial, emotional topic and continuously looked for ways forward from seemingly entrenched positions. Ultimately, he led the University in developing beneficial infrastructure projects, mitigation plans, and game-day operational approaches. Fred's commitment to the good of the entire community and determination that a collaborative approach would work was evident and emblematic of all our FM values—expert, caring, collaborative, progressive, stewardship. This achievement required delicate leadership, measured diplomacy, and an incredible amount of work.



FM Landscape Architects: Fred Haberecht, David Hansen, Jessica Kramer

Fred has worked tirelessly on behalf of CSU to protect the architectural integrity of our campus and improve the quality of the campus experience. His capacity is arguably unrivaled in knowledge of details about the university and his skillful aptitude in creatively addressing any number of issues, questions, or needs. Beyond master planning and building a physical environment for the campuses, Fred focuses on making CSU a memorable, inclusive, and aesthetic experience for all of us. He has championed the intrinsic worth of valuing trees and pollinators at CSU, protecting a legacy for the community to enjoy far into the future. He strives to create a place where memories are made, in addition to representing the university's responsibility to the campus and larger community in matters including fiscal responsibility, ADA inclusivity and access, transportation, and

sustainability. Without a doubt, he is one of the most respected individuals on campus because of his intentionality, thoughtfulness, and integrity. He is determined to be thorough, clear, honest, and open. He does not serve just in the role of a brilliant University planner, but as one of CSU's greatest ambassadors and most diligent employees—persistent in his advocacy for and representation of CSU.

A number of colleagues have shared these insights into Fred's meaningful career at Facilities Management. For more on his contributions to CSU, please read this [SOURCE article](#). It is with the deepest appreciation that we wish Fred the best in his next adventures in life.

A handwritten signature in blue ink that reads "Tom".

Tom Satterly, P.E.
Associate Vice President for Facilities Management

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