

# RAM Safety Source

*All things related to research safety culture at CSU*

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## Research Safety Culture Program

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p. 970-491-2015



## RMI Risk Management & Insurance

RMI works closely with risk partners across the university campus. The RMI team is comprised of experts in the field of insurance, claims management, risk management, loss prevention and control, ergonomics, liability, workers compensation, and temporary modified duty.

### Goals & Objectives

- Develop and manage programs to monitor, reduce, or lessen the impact of CSU losses.
- Manage and develop the university's self-insurance reserves in order to reduce or lessen the impact of university losses.
- Purchase insurance in order to lessen the financial impact of CSU's losses.
- Determine whether the university's risk appetite and risk mitigation measures are in line with CSU's strategic goals, mission, and values, and provide the necessary support to meet these challenges.

# Local Research Safety Teams (not always so local to FoCo)

Looking forward to the New Year!

- Speakers planned for each monthly meeting.
- Safety Posters will be trending around campus...Do you have a design idea?
- The Field Safety Team is actively engaged with a CSU-wide Field Manual. Are you interested in contributing?
- We will be meeting on the third Tuesday of every month at 3 pm on MS Teams. JOIN US!
- Please check our [webpage](#) to get more information.

## Empowering Resources for Researchers

NIH Resources:

- [Diversity in Extramural Programs: Career Pathway](#)
- [How NIH Can Help You Become a Veterinarian-Scientist](#)
- [How NIH Can Help You Become a Research Scientist](#)
- [How NIH Can Help You Become a Physician-Scientist](#)

ACS Empowering Academic Researchers to Strengthen Safety Culture Workshop:

- The Research Safety Culture Program currently sponsors 14 participants!
- Read more details [here](#).
- Contact the RSCP Coordinator, [Anthony Appleton](#), if you would like to participate in future workshops.



# Safety Champions

## CSU's Fantastic Four: Building Safety and Research Safety

### Step 1: Support Structure & Value Communication

Each of the Fantastic Four has had excellent support from at least one administrator since the beginning. A supporter of safety that is a positive influencer within the faculty itself is a great advantage to positively changing safety culture. Make sure that the person implementing research safety changes knows that they are a valued member of the research community. Faculty peer influencers can create a better chance of successfully implementing something new, especially when pushback is guaranteed (pushback is always going to happen when you ask people to change their behavior). Sometimes showing others the benefit of a new protocol, process, etc. to someone already using it will encourage participation by those who are hesitant. Peer influencers can help promote those that will be implementing the change by communicating about them positively to their colleagues. When we value each other's expertise and respect one another, we work better together. Our safety culture is related to how we value ourselves, each other, the community, and the environment. People always make positive changes when the value is understood.

### Step 2: Access Restriction & Training Minimums

Each of the Fantastic Four has a process that allows access into research areas only after a face-to-face meeting and the completion of minimum-level training. Connecting with the new researcher in-person and assisting them as they navigate the research landscape begins a relationship that has the potential to positively influence the overall research safety culture throughout a program. Face-to-face interaction is critical to research safety and can be accomplished by controlling key card access to the research space. The Fantastic Four are also available to the researchers after this training; they make themselves visible in their areas, and are constantly improving their own programs to continuously make things better.

To maintain this minimum level of training, refresher training is also required from time-to-time (e.g. yearly basis). Key card access is a great tool for controlling research and building access as a bottleneck for training completion. Access can be granted immediately upon completion of training. For a variety of reasons, removing access can be important and done quickly as well.

### Step 3: Making Future Progress

Future progress on a building and research safety program might be more easily achieved if all the players are able to show off what works, how it works, and that in the end it reduces administrative burden and improves the development of our researchers' skills. This step will require extreme patience, developing as many positive relationships as possible, and focusing on the grand goal of continuously improving our building and research safety culture at CSU. Once things begin to positively snowball, you will find people asking for standard operating procedures (SOPs) and engaging proactively with various safety resources across CSU. The goal is not an endpoint, but rather working towards something better each day in this infinite game we call research.

**Ellen Brennan-Pierce**  
Laboratory Manager, Instructor, & Researcher  
Scott-Bioengineering Building



**Tammy Brenner**  
Manager Plant Growth Facilities



**Heather Blair**  
Associate Biosafety Officer



**Laurie Biela**  
Manager of Research Operations  
HPCRL



# Ask Me, I Care Weekly Office Hour

Every Thursday from 2-3 pm MST, the Research Safety Culture Program will hold an open office hour on MS Teams.

Join on your computer or mobile app.

Click [here](#) to join the meeting

Or call in (audio only)

+1 970-628-0547, 779263208#

Phone Conference ID: 779 263 208#



## CSU SUSTAINABILITY FUND WINNERS



- Travis Croft & Seth Webb (Mountain Campus): Forest Regeneration Experiment in the Wake of the Cameron Peak Fire
- Colleen Duncan, Tracy Webb, Kimberly Cox-York, & Stacey Baumgarn (CVMBS, Facilities Management, & RICRO): Development of Green Labs Training Modules
- Fred Haberecht (Facilities Management): Interpretive Signage for Notable Trees on the Tree Walk
- Mary Liang (Housing & Dining Services): Ram Food Recovery

# RAM Safe Pledge Winners

All individuals working, conducting, supporting, or administrating research plays an essential role in research safety. It takes a community to be safe while conducting research. By following these guiding principles, we can all be safer together by being RAM Safe:

- **Responsible:** Each person understands their role and responsibilities to research safety and the roles and responsibilities of others.
- **Accountable:** Each person is accountable for their actions.
- **Mindful:** Each person takes the time to understand the hazards and mitigate the risks associated with their research.

Each October, the CSU Biosafety Stewardship Initiative holds the RAM Safe Pledge as a friendly competition in the spirit of safety culture. This year we are recognizing the Top 5 Departments with the highest percent participation. Congratulations to all!!!



**Department of Biochemistry & Molecular Biology**

**Department of Chemistry**

**Infectious Disease Research Center**

**Lab Animal Resources**

**Department of Microbiology, Immunology, & Pathology**



# Safety Story: NASA Safety Culture

**“Our vision for Safety Culture at NASA is to create an environment characterized by safe attitudes and behaviors, modeled by leaders and embraced by all. This environment should foster an atmosphere of open communication and mutual trust, as well as shared values and lessons. It should also instill confidence that will balance the challenges and risks that are consistent with our safety core value to successfully accomplish our mission.”**

**— Safety Culture Working Group Charter**

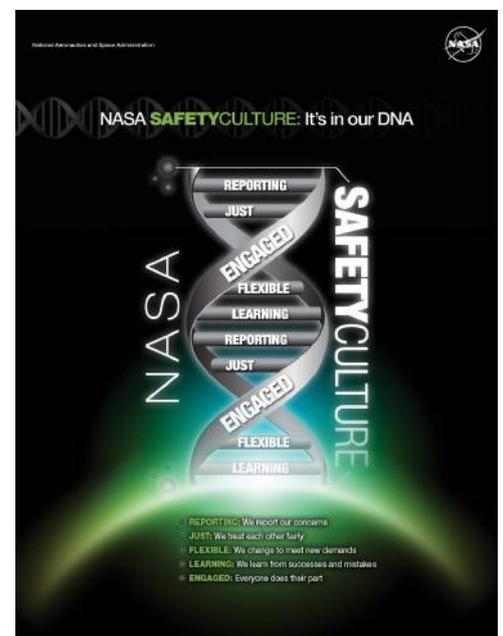


Tracy Dillinger  
Safety Culture Program Manager

Safety Culture’s mission at NASA is to create an environment where everyone works safely, feels comfortable communicating safety issues, learns from mistakes and successes, feels confident balancing challenges and risks while keeping safety in the forefront, and trusts that safety is a priority. NASA’s Safety Culture Model is based on five criteria, or factors: Engaged, Learning, Flexible, Reporting, and Just.

The Safety Culture program recently celebrated its 10-year anniversary at NASA. Over the past decade, program members have dedicated their time and energy to providing a platform for the NASA community to voice safety concerns without repercussion, communicating safety issues to agency and center leaders, and developing education to encourage contributions to Safety Culture in the workplace. After years of forming, developing, and improving the Safety Culture program at NASA, the group is being honored for its tenacious efforts.

Please see their [website](#) for more info and great ideas.



Do you have an idea or would like to contribute to the RAM Safety Source?

Please contact

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## COVID-19 RECOVERY

“The safety of the people shall be the highest law.”

– Marcus Tullius Cicero