



# Office of Facilities and Services

## THE OFS SOMETIMES MONDAY MORNING MEMO (SUPERVISORS)

### POSITIONS

Questions about positions continue to come up. NMSU surrendered 68 positions because of the state budget reduction last year, and approximately 17.5 of those were in the consolidated OFS. Last spring, HRS let everyone know that new positions may only be requested annually and there is no change from that stance at this time.

Metrics will continue to play an important part in justifying new position requests, but we should also be looking at efficiencies. Safety inspections would be one possibility, consolidated drywall and painting would be another, travelling in groups to sites away from Las Cruces is yet another

Regardless, requests for new positions will only be permitted by the university in March at the earliest. As to metrics, I would continue to counsel against spending a lot of time on data unless you have discussed it with me so that we can put your metrics in a format that will be considered meaningful. Nothing is more frustrating than spending a lot of time compiling data only to have it sent back for re-evaluation because a comparison required proper validation.

### BUDGET CHALLENGES

I realize that there are concerns about budgets, but I believe that everyone now has something to go by. Each director will be accountable to remain within budget, each project manager is responsible for their project budgets, and each supervisor will be held accountable for their shop budget. Because OFS is a large organization, it is possible for "budget leveling" across departments to take place. There isn't any money outside of OFS to draw on, however, so spend and request funds wisely. Running out of money doesn't prove that you need more; it only proves you can't manage what you have.

### CHANGE MANAGEMENT

In the next few days, Monica will be arranging a series of two hour meetings with me and two or three shops / work units at a time to provide an update on several initiatives. I will also be glad to answer any questions that people have, and we can review what I see as some of the more pressing issues facing OFS.

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