

THE FACILITIES AND SERVICES SOMETIMES MONDAY MORNING MEMO (PUBLIC RECOGNITION EDITION)

As you know, these newsletters are published when we have information to share, questions to answer, and staff to honor (and in some cases, when we just feel like writing them). In this case, we wanted to focus on personnel promotions and staff achievements. We're proud of the many accomplishments of the Facilities and Services staff, and because we are, we wanted to share this newsletter with the campus. Since we're distributing the newsletter to folks outside of Facilities and Services, we'll include some acknowledgements that have been made before.

CHARACTERISTICS OF A PROFESSIONAL

- **Appearance**
- **Dependability**
- **Pride in your work**
- **Human Relations**
- **Response to Criticism**




CONGRATULATIONS

We've already bragged about these accomplishments among ourselves, but congratulations again to **Daniel G. Carrera** and **Sabino Ramirez** in the HVAC / Mechanical Shop and **Jessie Vargas** and **Jose De Leon** in the Plumbing Shop for passing the Journeyman's written and "hands on" tests in their respective trades.

Congratulations also are in order to **Ron Tarazoff** for passing the written and practical test for the Journeyman's Sheet Metal license. I am particularly proud of these folks for their achievements, because this demonstrates the level of professionalism of our employees.

STRICKLAND AWARD

The Strickland Award was named for Charles Strickland, the first Director of the NMSU Physical Plant from 1911 to 1956. For those of you who remember your history, this was still the *Territory of New Mexico* when Mr. Strickland started his 45 year career at NMSU.



Because of the consolidation, we wanted each of the major units in Facilities and Services to be represented this year, and we are proud to announce the four winners of the Strickland Award for 2010: from Environmental Health and Safety, we recognize **Drew Kaczmarek** for his work on the Green-House Gas Inventory and for his partnership and teamwork with the staff at the Central Utility Plant. From Facilities Operations, the award winner is **Paul Ponce** for his ability to communicate and balance the needs of his staff with budget reductions and the many new initiatives in Facilities and Services. **Ray Perez** was selected from Project Development and Engineering for his “can do” attitude in the face of the many challenges at the Carlsbad Allied Health Facility, and from Facilities Administration we recognize **Maria Gover**, who brings a positive attitude to work every day and a willingness to do anything that’s asked of her.

BUDGET AND POSITIONS

As you know, after holding back many approved positions because of the budget uncertainties, we have released a number of vacant positions for posting. Besides needing the help, there were potential in-house candidates for many of these positions and we wanted to be able to reward performance by providing an opportunity for advancement where possible. I’m pleased to announce that **David Coon** was selected as an Electrician III and **Florentino Rivera** was promoted to a Groundskeeper Supervisor I.

Also, after a painstaking selection process (they are engineers, after all) **Dale Harrell** was promoted to Lead Engineer. Dr. Harrell has fifteen years of industrial experience, including seven years for a Mobile, Alabama design and build firm with emphasis in industrial design and project management; three years as a consultant for EDSA, a power systems software company; one year at White Sands Test Facility as an M&O and design engineer; and one and a half years at New Mexico State University as an electrical systems engineer. His power systems background also includes 12 years of teaching courses in power systems analysis, distribution, and protection and relaying at New Mexico State University (1996 through 2002), the University of West Florida (2002 through 2006), and at Montana Tech of the University of Montana (2007 through 2008).

Alex Montoya passed the Journeyman Gas and Journeyman Plumber written and practical exams and has been promoted to Plumbing Assistant Supervisor, which provides Ralph Lucero, Sr. with some much needed extra help.

A promotion is not simply based on years of service and we will always hire the most qualified candidate for any position. If you apply for a position and someone else is selected, we will be glad to provide a detailed explanation of those steps that you can take to be ready when the next opportunity becomes available (in fact, we owe that to

all employees). We appreciate anyone who has a desire to improve and we will do what we can to help you advance if you are interested in doing so.

We have also filled some positions with people new to NMSU but not to Higher Education.

Scott McLean joined Facilities and Services as a Design Project Manager in January. Mr. McLean worked for the University of Northern Colorado (UNC) in Greeley, CO for the past 22 years as a Senior Construction Project Manager and as the Manager of the Planning and Construction Department from 2005 – 2010 prior to joining Facilities and Services at NMSU. He has an Associate's Degree in Applied Science / Solar Energy Technology from the Community College of Denver and prior to UNC, Mr. McLean worked for a general contractor in the private sector as an estimator, field engineer, and project manager. In total, Mr. McLean has worked in the construction industry for 38 years and was also employed in the renewable energy field during the early 1980's.

Kellie Camilli joined Facilities and Services in December and manages the office as well as just generally keeping us out of trouble. Prior to joining NMSU, Kellie was a Budget Analyst / Accountant II at College Invest in Denver, Colorado.

Ethical behavior is the responsibility of every NMSU employee.

Each one of us has a personal obligation to report any activity that appears to violate applicable laws, regulations, rules, policies, and/or procedures.



John Shen will be joining Facilities and Services in April as the Mechanical, Electrical, and Plumbing (MEP) Director and will oversee those three shops along with the operation of the Central Plant. John has worked in the building maintenance industry for 24 years. He has a Bachelor's Degree in Applied Arts and Science from the University of North Texas and an Associate's Degree in Applied Science for Air Conditioning and Refrigeration Technology from Tarrant County Junior College. He has worked for the UNT

Health Science Center and the University of North Texas for a total of 16 years, and prior to joining NMSU was the Manager of Energy and Utilities at the University of North Texas Health Science Center.



APPA SUPERVISOR'S TOOLKIT



NMSU hosted the APPA Supervisor's Toolkit from February 21 – 24 at the Golf Course Conference Center. There were 41 attendees from UTEP, UNM, NMSU-Carlsbad, NMSU Ag Science, NMSU Housing / Auxiliaries / Corbett as well as from NMSU Facilities and Services.

Those attending from NMSU Housing were **John Baeza, Alex Barrera, Richard Legarreta, and Sam Villegas.** Brian Stephens came from NMSU-Carlsbad, and **Luis Vasquez** attended from the Corbett Student Union. **Bea Pacheco** came from Environmental Health and

Safety, and **Tracey Carillo and Mark Pacheco** attended from the Agricultural Science Centers. Project Development and Engineering was represented by **Alton Looney and Greg Walke**, and the attendees from Facilities Operations were **Andy Gonzales, Jorge Dominguez, Michael Herrera, Michael Luchau, Fernando Ortega, Isaac Paz, and Lorraine Silva.**

In addition, **Robert Segreto and Florentino Rivera** recently attended the APPA Supervisor's Toolkit at the CAPPA Technology Conference in San Antonio.

MERCER II

Some of you requested a review of the titles in Mercer II, and there was one request to take another look at the classification. While there many questions at first about Mercer II, I believe that most of them have been answered at this point – but if you still have questions, please let us know. The answers to many questions may be found on the HRS website: <http://salarystudy.nmsu.edu/>

Incidentally, 65 of 273 people in the Office of Facilities and Services received increases totaling \$87,768.





REORGANIZATION / RENAME

Katrina Doolittle agreed to chair the Internal Advisory Committee, and their first assignment was to look at our organization name and / or unit names. We are a large, complex organization with working units for both capital and maintenance projects, facility operations, campus master planning, sustainability, environmental health and safety, and business and accounting.

Their first recommendation for the division name was to drop the "Office of" from the "Office of Facilities and Services". The other was to suggest this Mission Statement:

EFFICIENTLY PROVIDE A SAFE, WELL MAINTAINED AND ENVIRONMENTALLY SUSTAINABLE UNIVERSITY COMMUNITY

We would appreciate it if you would provide me or any of the Internal Advisory Team members with feedback.

Incidentally, the Internal Advisory Team will become a permanent committee as part of our Continuous Quality Improvement (CQI) initiative. If you're interested in serving, please let Katrina Doolittle know.

ON THE SUBJECT OF CONTINUOUS IMPROVEMENT

The Facilities and Services 2010 Customer Satisfaction Survey is posted on the Facilities and Services website. To those of you who let us know what a great job the Facilities and Services staff is doing, we'd like to say, "THANK YOU!" On the other hand, some of you blasted us for missing the mark, and we'd like to say "THANK YOU" for that as well. We're doing our best to improve and live up to your expectations, and we can't do that unless you tell us.

http://www.ofs.nmsu.edu/Webdocs/CustomerServiceSurvey_2010.pdf

TITLES

Most all of us received new or re-worded titles as a result of Mercer II. Once we settle on the organization and unit names, we'll have new business cards printed for those who use them.

I have a request to make: if you use an email signature, please make sure that the title matches the new Mercer II title, and also make sure that this standard Administration and Finance “close” is at the bottom:

ATTENTION:

This message and all its attachments may contain information that is confidential and privileged. It is for the sole use of the intended recipient(s). Any unauthorized review, use, disclosure or distribution is prohibited. If you received this message in error, please notify the sender by reply e-mail and delete the message immediately.

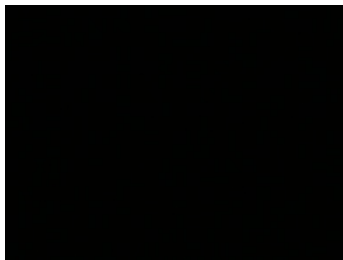
 Please consider the environment before printing this email.

If you don't know how to do this, let us know and we'll send someone around to help.

DEPARTMENTAL MEETINGS

I am always willing to answer any questions that people have, and if you would like for me to attend your shop or unit meeting to answer questions, just let me know and I will be glad to do so.

SPEAKING OF THAT WEATHER



We only have one picture of the weather event, as most of us were too busy to operate the camera.

We do have pictures of the maintenance that our sparktricians did over the winter break, and we thought we'd share those instead:





ABOVE AND BEYOND

As you probably know, NMSU has established the *Above and Beyond Award* to recognize full-time employees who go the extra distance in service to any and all aspects of the NMSU system. For this initial award, the President wanted to recognize employees who played a key role in the weather-related campus closing and energy shortage of several weeks ago. Deciding on just one person is tough, because the last time I tried to count there were around 40 employees or so in Facilities and Services who helped in one way or the other. That said, we wanted to support the award and we believed that if anyone was recognized for having a significant impact in the weather related outage, it should be one of you. Since the plumbers had the most challenges, some of us thought it only fitting to nominate **Ralph Lucero, Sr.** Let's cross our fingers on his nomination, he certainly deserves it.

All that said, **EACH ONE OF YOU** is deserving of recognition in my book, and we appreciate everything that you do – both during that last weather crisis and on a daily basis.

Thank you!

Handwritten signature of Glen Haubold.

Glen Haubold
Assistant Vice President for Facilities
Office of Facilities and Services
New Mexico State University

