

FACILITIES AND SERVICES SOMETIMES MONDAY MORNING MEMO

FROM THE AVP –

Sometimes it's just all too easy to sit around wringing our hands about what we don't have; enrollment is down, state support is down, our candidate wasn't elected. We complain about the price of gas when it's high and the effect on the economy in New Mexico when it's low.

Whatever.

However, employee recognition is the one thing that we can do at any time; the cost is nominal and the rewards are immense. Most people are still suiting up, showing up, and working hard to make NMSU a better place, and recognition is how we can show our appreciation. We need to do more, and this is our contribution to the effort.

Before I get to that, our team in FS needs to ask a favor from everyone. The waiver process, budgets, and reductions have taken their toll – everyone is shorthanded. We get it. Facilities and Services is no different.

More than that, when the portfolio consists of Environmental Health and Safety, the Fire Department, and the care and feeding of the largest investment that NMSU has – the buildings – you do your best to plan for the future years at a time. In our case, we can't wait around to see how the budget crises turns out, we consult the crystal ball, break out the dart board, and have at it. We are holding a large number of vacant positions so that when the inevitable occurs, we will be losing positions – **but not people**.

Because of this strategy, we are very shorthanded. Out of all the staff on the FS team, however, we doubt that there is any group as visible as the custodians. Every single person on this campus comes in contact with their work daily. Literally.

We were asked today how we prioritize the work when we're short on staff. Basically, for state or I&G buildings, the priority order is classrooms, restrooms and locker rooms, common areas like hallways, lobbies, atriums, entryways, stairwells, and break rooms, and then offices. In dormitories and apartment complexes, the priority is to clean classrooms, restrooms, lobbies, common areas, and laundry rooms.

A wise mentor told me once that there are two classes of people on a college campus: those that pay to be here, and those that are paid to be here. As he said, ***"Those that pay to be here come first."***

As you may guess, we are falling a little short, particularly with the offices. We ask for your patience, that you work with your building monitor, email me if there is a problem, and if you feel compelled – maybe offer a kind word to the staff when you see them. They're doing their best for you.

NMSU IS ALL ABOUT DISCOVERY!!

Charles Strickland served as NMSU’s Physical Plant director for 45 years, from 1911 through 1956 (remember: statehood was granted in 1912). In honor of his long service to our organization, the Strickland Award was created in 1997 to recognize individuals who have rendered exceptional service to the organization that is now Facilities and Services.



In 2015, the great historian Ben Woods helped us track down Charles Strickland, Jr., the son of NMSU’s first Physical Plant director. We submitted his father’s name to the Naming Committee, and received approval to name the Central Utility Plant after him. The entire clan came to Las Cruces for the ceremony, and Charles Strickland, Jr. told tales of helping his father with the horse-drawn trash wagon on Saturdays.

This is the Facilities and Services annual award newsletter, and I am honored to announce the winners of the **STRICKLAND AWARD.**

DAVID SHEARER

David Shearer is nominated for the Strickland award in recognition for the occupational safety program that he has worked to create throughout his career at NMSU. Some may ask, what is an occupational safety program? Well, it has many components - some facets are training, inspection, worksite reviews, personal protective equipment, and facility improvements. All of these promote safe work and the goal is injury prevention. I am very happy to report that under David’s lead, our injury cases have decreased by 50%.

There are many components to occupational safety - this describes just one that David has worked very hard to create, which is a comprehensive Safety Training program. I believe safety training has made a major impact on safety outcomes at NMSU.

David started the first centralized safety training when he joined NMSU 18 years ago. In addition to development of many courses, David created and obtained buy in for the Facilities Safety Training Blitz, which is taught annually as a 4 hour safety refresher. David’s role has been both as instructor and training coordinator and he is quick to respond to new training needs. We now offer 40 different courses and some of the heavy equipment training includes hands-on skills training. These courses are very impactful.

Through education, there has been a long lasting positive change in the NMSU safety culture. Thank you, David, for your consistent contributions and focus on a safe workplace at NMSU. – **Katrina Doolittle**



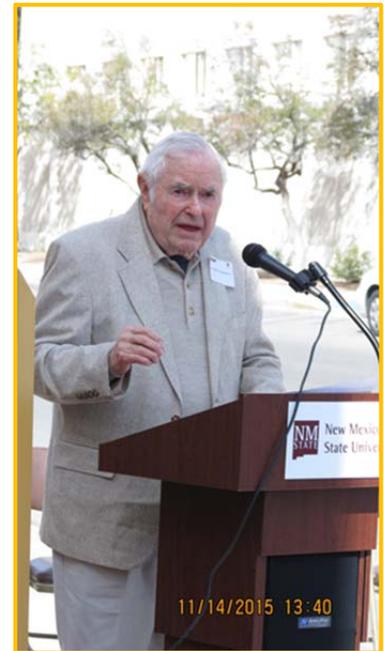
LUIS RUBIO

Luis Rubio started his journey at NMSU in 2004, working as an Alarm Technician for ICT. When alarms were transferred to Facilities and Services, he was relied upon to make this transition successful. This not only involved the sustaining our current systems, but making the transition to new and technical systems that required additional training so that they can support the systems. He has been a leader for our alarms group within the Electrical Shop, with our group relying on his technical expertise and knowledge of our current systems. These are our life safety systems, a responsibility that he has never shied away from. He continues to mentor our new technicians, understanding that we have to have a knowledgeable group that has such a major responsibility throughout our campus. He is organized in his approach, and keeps our customers informed of their work. This a means to say Thank You in working to make the transition into Facilities and Services successful, and in working on the continuously improving the alarm division into a sustainable part of not only the Electric Shop, but of the overall organization. – **Al Flores**



RICHARD BANA

Richard Bana started with NMSU HVAC shop in November of 2006. In 2010 he was provided the opportunity to work with the then Energy Manager, Pat Chavez, on the building automation system, Niagara. Richard quickly excelled at learning about the building automation system and how to integrate the cooling/heating systems of campus buildings into the Niagara system as a tool used for troubleshooting. In 2015 Richard was re-classed to an Instrumentation & Controls Tech, which better describes the duties he's responsible for. Richard continues to expand his knowledge of building automation systems and expands that with Niagara integration of such things as water tank level notifications, tunnel high-water alarms and utility meters. His willingness to always go above and beyond is unmatched as is the pride he takes in each task he completes. He is always willing to share his knowledge with me or his co-workers. As I stated in my nomination, I find this to be a valuable trait of a good employee – he isn't afraid that someone will take his job if they learn his job. NMSU is lucky to have a dedicated, hard-working, unselfish employee such as Richard and it's my pleasure to serve as his supervisor and to have been able to nominate for him for a very deserving recognition. – **Lorraine Silva**



ISAAC PAZ

Isaac Paz has progressed through the ranks of Facilities and Services, starting as a Painter in 2001, moving to lead and eventually into his current role of Supervisor of the Structural Maintenance shop just over 5 years ago. He has taken his responsibilities seriously, and has shown the fruits of his motivated effort of improving himself as a supervisor, and of those that he leads. He has transformed the shop in this fiscal environment to remain sustainable for the future. The Structural Maintenance shop was composed of specialty silos, where our employees were specialized in their areas.



However, our new work environment required a shop that was dynamic in their work skills, and with big opportunities on the table, such as flooring and modular furniture installations, he lead his employees to gather the necessary training and resources to be successful. He has demonstrated that through hard work, listening and communicating with customers can lead to success. We would like to recognize this effort through this award, as a means to celebrate his successes, and a motivation to continue to improve every day from here on out - and as a means to say **Thank You** for believing in our organization to improve and transform the shop for the future of our organization. – **Al Flores**

AVP's Award

FS also has the AVP's Award, started in 2012, and given out for excellent customer service annually or wherever the AVP feels like it. This year's winner is -

LOUIS HUBER

With great honor, I am recommending Deputy Fire Chief Louis Huber for the "2016 AVP Award." Louis was hired in January of 2014 as NMSU's first Deputy Fire Chief. Louis previously served 24 years and retired from the City of Las Cruces Fire Department. He rose through the ranks to the Lieutenant position where he was in charge of the Hazardous Materials Response team and oversight of an engine and a truck company. Louis was instrumental in building a Type I Hazardous Materials Team for the City of Las Cruces. Prior to retirement, Louis also worked for Science Applications International Corporation (SAIC) as a Curriculum Coordinator/Instructor/Auditor.

As the Deputy Fire Chief at NMSU, Louis' primary responsibility is administration and enforcement of existing fire and building codes. Louis has been instrumental in developing and enforcing compliance standards on NMSU's fire detection, suppression systems, and building inspection program. This past year, Louis worked to migrate NMSU's fire related assets to the AiM system. This includes all fire sprinkler, fire alarm, standpipe, alternative extinguishing systems, extinguishers, hydrants, emergency generators, eye-wash and emergency showers on NMSU's main campus.



Another highlight is Louis' record on securing alternate funding sources to help the Fire Department in its mission to provide the NMSU community with the best department possible. For the past three years, Chief Huber has written grants to the NM Fire Protection Grant totaling \$346,625. This year was extremely competitive as there were over \$28 million in needs and only \$10.1 million to distribute. NMSU was awarded \$100,000 to purchase in-mask communication equipment, personal protective equipment which includes 20-full sets of bunker gear, forcible entry training equipment, fire hoses and a PortaCount face mask fit tester.

One of his greatest attributes is that he shares his experience with our staff, so that one day they will be able to take over where he left off. Deputy Chief Huber exhibits loyalty, commitment, and leadership that have helped develop and mentor our firefighters and career staff. He works closely and effectively with the Fire Chief to ensure the goals and objectives are clear and the mission is achieved. Deputy Chief Huber's understanding and ability to interpret the fire code are commendable as he offers detailed opinion summaries to our FS Project Managers daily. What makes Louis so effective is that he truly believes in the mission and wants to make a difference. That is why Louis is a great choice for the 2016 AVP Award. – **Johnny Carrillo**



CONGRATULATIONS AND THANK YOU TO ALL!

COLLEGE OF BUSINESS / PARKING LOT 11

Parking Lot 11 was designated to be removed under the 2006 Campus Master Plan and is the area where the new Art facility will be constructed. There are approximately 150 faculty/staff parking spaces in Lot 11 that will be removed when construction starts later this fall. The good news is that there is plenty of parking available on campus even after Lot 11 is removed. The bad news is available parking is not as conveniently located as Lot 11 for those that park there now, and we realize this will create some challenges that will require adjustment. On the other hand, Ophelia Watkins and Stella Harvey in Transportation and Parking advise that the number of faculty/staff parking permits issued has decreased by 1,163 from 2011 to 2017, resulting in fewer vehicles and many more available parking spaces on campus during peak periods of the day. In addition, once construction is complete, plans are to demolish Dan W Williams and Dan W Williams Annex when funds are available and some parking will then be replaced.



2017-2027 MASTER PLAN

Please make sure to provide your input to the 2017-2027 New Mexico State University Master Plan: [HTTP://MASTERPLAN.NMSU.EDU/](http://masterplan.nmsu.edu/)

NMSU STRATEGIC PLAN

Yours truly was asked to lead a team along with Melody Munson-McGee that’s hard at work on adjusting Vision 2020 and developing a means to assist departments with creating and aligning unit plans. We need to hear from you, and Adam Cavotta has put together a great site: [HTTPS://PLAN.NMSU.EDU/IDEAS/](https://plan.nmsu.edu/ideas/)

Also, there will be an Employee Council Open Forum that where the subject will be this and the budget. Be sure to attend: **April 13th, 2017, 1:30 PM – 3:00, in the Football Hall of Legends.**

[HTTPS://EMPCOUNCIL.NMSU.EDU/](https://empcouncil.nmsu.edu/)

<p><i>WORK AT NMSU WITH PRIDE; AGGIE PRIDE</i></p> <p><i>PERFORM AT THE BEST LEVEL THAT YOU POSSIBLY CAN</i></p> <p><i>FOCUS ON THE ENTERPRISE: STUDENTS, FACULTY, AND STAFF</i></p> <p>- NMSU CHANCELLOR GARREY CARRUTHERS, PH.D.</p>	
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FS SERVICE AWARDS

We included the program from the FS Service Awards program – Congratulations to everyone!! – and there will be pictures next newsletter.

Glen

Associate Vice President for Facilities
One Team / One Goal

AND AS ALWAYS – THANK YOU FOR ALL THAT YOU DO!

NMSU IS ALL ABOUT DISCOVERY!



NMSU
FACILITIES AND SERVICES

AWARD PRESENTATION



FRIDAY, MARCH 31, 2017
8:07 AM - 9:30 AM
DOMENICI HALL
YATES THEATRE

FALL 2016 SCHOLARSHIP RECIPIENTS

ALEXANDER CORDOVA, FIRE PROTECTION SERVICES
DOMINICK COUGHLIN, FIRE PROTECTION SERVICES
RONNIE GARCIA, ELECTRICIANS
GARY MARTINEZ, PROJECT DESIGN
DOLORES MIRABAL, CUSTODIAL SERVICES
REY RAMIREZ, STRUCTURAL MAINTENANCE
DANIEL SEARS, ELECTRICIANS
ANDREW SMITH, CUSTODIAL SERVICES

SERVICE AWARDS

40 YEARS

ALFREDO CADENA, CUSTODIAL SERVICES

25 YEARS

ANTONIO AGUIRRE, CUSTODIAL SERVICES
KATRINA DOOLITTLE, ENVIRONMENTAL HEALTH & SAFETY
CRESCENCIO HIDALGO, CUSTODIAL SERVICES

20 YEARS

TINA PATTON, SIGN SHOP
DAVID SCHOEP, ENVIRONMENTAL HEALTH & SAFETY
RUDOLPH TRUJILLO, CUSTODIAL SERVICES
FERNIE VALLES, FACILITIES MAINTENANCE
MARIA VIESCAS, CUSTODIAL SERVICES

15 YEARS

FRANCISCO DIAZ, ELECTRICIANS
DELIA ESTRADA, CUSTODIAL SERVICES
JAMES FRANCO, GROUNDS
JAVIER LUJAN, STRUCTURAL MAINTENANCE
STEVEN MOATES, ENVIRONMENTAL HEALTH & SAFETY
LEOBARDO NUNEZ, CUSTODIAL SERVICES
JERRY RAUGHT, PAINTERS
DERRIK WOOTTON, ENVIRONMENTAL HEALTH & SAFETY

SERVICE AWARDS

10 YEARS

RICHARD BANA, OPERATIONS AND UTILITIES
DANIEL CARRERA, CENTRAL UTILITY PLANT
PATRICK CHAVEZ, FACILITIES & SERVICES
RANDY CLARK, STRUCTURAL MAINTENANCE
DAVID COOGLER, GROUNDS
CHRIS ESPANA, CUSTODIAL SERVICES
MARY GARCIA, UNIVERSITY MATERIAL SERVICES
FLORARINE JONES, ACCOUNTING
RICKY MUNOZ, PAINTERS
OSCAR MURILLO, CUSTODIAL SERVICES
CYNTHIA POOR, ACCOUNTING
APOLONIO REY, FACILITIES MAINTENANCE
LUZ ROMERO, CUSTODIAL SERVICES
BERTHA SUAREZ, CUSTODIAL SERVICES
HECTOR VARELA, PAINTERS
ORASA VAUGHT, PROJECT DESIGN

5 YEARS

DAVID AVALOS, OPERATIONS AND UTILITIES
THERESA DURAN, FACILITIES MAINTENANCE
ELENA FABELA, CUSTODIAL SERVICES
GUADALUPE GARCIA, GROUNDS
TERESA GATES, CUSTODIAL SERVICES
EDWARD GOMEZ, CUSTODIAL SERVICES
ROLAND LASSITER, CENTRAL UTILITY PLANT
GILBERT PEREZ, CENTRAL UTILITY PLANT
JULIAN PEREZ, CUSTODIAL SERVICES
RONNIE STEWART, GROUNDS
KAREN TUFTS, PROJECT DESIGN

AGENDA

8:07 AM
WELCOME
Bienvenidos

ASSOC. VP GLEN HAUBOLD
CHANCELLOR GARREY CARRUTHERS
SVP ANGELA THRONEBERRY

8:16 AM
PRESENTATION OF SERVICE AWARDS (15+ YEARS)
Presentación de Premios de Servicio (15+ Años)
GLEN HAUBOLD

9:00 AM
PRESENTATION OF STRICKLAND AWARDS
Presentación de Premios Stickland

9:15 AM
PRESENTATION OF AVP AWARD
Presentación de Premios AVP

9:20 AM
CLOSING REMARKS
Observaciones finales



Facilities and Services
All About Discovery!