FROM THE AVP –

Maybe we should think about some facility related initiatives that other successful institutions have implemented. With connections in APPA, the higher education facilities officer’s association, and through being privileged to teach facilities supervisors at many different institutions through the Supervisor’s Toolkit, I have some ideas. Let’s title this one the “START OF SCHOOL MONDAY MORNING MEMO” and join that with the “THINK DIFFERENTLY MONDAY MORNING MEMO.”

Back in 2016, ASNMSU President Wes Jackson proposed and I sponsored a “WALK ONLY ZONE” in the middle of campus. The proposal passed at University Administrative Council but then was withdrawn at the Board of Regents meeting when the incoming ASNMSU President opposed it. Arizona State University did this years ago:

HTTPS://CFO.ASU.EDU/WALK-ONLY-ZONES

In 2013, Senate Memorial 063 requested that the New Mexico institutions of higher education adopt “No Smoking” policies. The University of New Mexico went tobacco-free last year, and the University of Alabama and over 1,400 other institutions are already smoke-free as well. The University of Alabama website begins with: The health and well-being of our students, faculty and staff is one of the highest priorities for The University of Alabama. They brag on their policy, and presumably it plays well with parents; it certainly would for me if my children were of college age:

https://www.ua.edu/campuslife/smokefree/

“The University of Texas at El Paso completed their campus transformation project in 2015. The popular Centennial Plaza has lived up to its promise as “UTEP’s living room” and now is being recognized globally for its sustainable design. Designers saw the 11-acre Campus Transformation project area, which includes Centennial Plaza, as an ecologically sustainable setting where students, staff and faculty could re-energize their batteries, as a site of campus events with the size and power to host a rock concert, and as an exterior lab/classroom where faculty and students could tap into the natural environment.”

HTTPS://WWW.UTEP.EDU/NEWSFEED/CAMPUS/UTEPS-CAMPUS-TRANSFORMATION-EARNS-GLOBAL-RECOGNITION.HTML
More to the point, UTEP pushed parking to the edge of campus. Sure, their school has several parking garages, but the idea is that parking is on the perimeter and activities are in the campus core. In case this point is missed, these initiatives did not drive students away. Arizona State University, the University of Alabama, and UTEP have been growing exponentially.

Maybe “THINK DIFFERENTLY” is way past due? There’s an old saying, “If you wanna run with the big dogs, you gotta do what the big dogs do.”

**Turnover**

Patty calculated the turnover for FS departments the other day, and for the year it’s around 25%. If you pull the retirees out, it gets better at 16%, although one of the downsides to the older workforce is that you do have retirements.

I thought about Deloitte, who based their models on attrition: “Models assume that any decreases in future state staffing would be obtained in years 1-3 by natural attrition rates (10%/year).” Some of this has been intentional or perhaps “encouraged,” and a part of the Transforming process.

I was invited to teach at the Aggie Manager Certification last Friday, and the Center for Learning and Professional Development began their manager class with twenty, and four people have since left NMSU. That’s 20% turnover as well, and those are folks that presumably we wanted to stay.

All told, this should be cause for departmental concern, and I suspect it should also be a consideration at the university level. In Facilities, we have completed the Employee Engagement Survey, and we will redouble our efforts to address issues that were brought forth. I will be working with the unit and shop supervisors to arrange meetings so that I can discuss with you. The 2017 Survey was taken in fall 2016 right before another round of cuts so it will be interesting to see where we are today.

We will also push for Administration and Finance to repeat the survey again in 2019, as it was designed to be administered every two years. The university last did an employee survey in 2014, and it might be time to consider another one:

[HTTPS://OIA.NMSU.EDU/ESS/](HTTPS://OIA.NMSU.EDU/ESS/)
The following comparison shows that Facilities and Services greatest improvements from 2014 to 2017 are in the areas of: Information Systems (29-point increase), Internal Communication (22-point increase) and Supervision (21-point increase):

Based on scores, Facilities and Services 2017 top three areas of greatest strength identified are:

- **Supervision (Score 393)** – The supervision construct captures employees’ perceptions of the nature of supervisory relationships within the organization. Higher scores suggest that employees view their supervisors as fair, helpful and critical to the flow of work.

- **Strategic (Score 386)** – The strategic construct captures employees’ perceptions of their role in the organization and the organization’s mission, vision, and strategic plan. This construct measures the degree to which employees understand their role in the organization and consider the organization’s reputation to be positive.

- **Workplace (Score 383)** – The workplace construct captures employees’ perceptions of the total work atmosphere, the degree to which they consider it safe, and the overall feel. Higher scores suggest that employees see the setting as satisfactory, safe and that adequate tools and resources are available.
PEOPLE — OUR MOST IMPORTANT RESOURCE - WELCOME ABOARD TO -

ZELONG JIANG, Fire Department, Student Aide; MARCOS MARTINEZ, Groundskeeper; AMANDA APODACA, Custodial Worker; SALVADOR SAIZ, Plant Operator; FLORA REYES, Custodial Worker; CARMEN GRANADOS, Custodial Worker; LYDIA GALLOWAY, Custodial Worker; MARTHA ESCANUELA, Custodial Worker; WILLIAM MARTINEZ, EMT Basic; and ANDREW VARGAS, Plant Operator.

BEST WISHES TO -

MARY GARCIA, Material Service Tech; MICHAEL JONES, Grounds Supervisor; JEREMY APODACA, Facilities Technician; KEITH PLACENCIO, Project Manager; JOSHUA MOE, Facilities Technician; FREDRICK CANFIELD, Plant Operator; RYAN PERAITA, Student Assistant; and EUGENE HERNANDEZ, Facilities Space Planner.

MAINTENANCE AND CONSTRUCTION ISSUES ACROSS CAMPUS

While it breaks up the domino game and gives us something to do, we wish things didn’t break and interrupt campus activities. As students and faculty return, there are more repair and renovation projects than usual, and we take it personally. The reality is that when compared to other schools, we receive more funding for this than many. In addition, our team meets regularly and spends what little we receive much more strategically than anyone we know of. Still, however, this is an older campus, and we are playing catchup for the many years when expansion took priority over repair and renovation, and this is going to be a rough year for construction disruption. The good news is that when we’re finished, the campus will be even better than before.

TUNNEL

The utility tunnel has suffered from significant deterioration, and as with the campus roads, this maintenance was rarely addressed in the past. Consequently, we are playing catchup. The section of tunnel between O’Donnell and Rentfrow is currently being repaired.

One aspect that makes this challenging is that numerous utilities pass through the tunnel. And, the valves and switches that must be operated to relocate the utilities are old as well. In the picture to the right last summer, disaster was narrowly averted when there was difficulty locating the right shut off valve.

The utility tunnel repair is our top legislative request this year.
**ELECTRICAL DISTRIBUTION SYSTEM**

NMSU owns and operates our electrical distribution system consisting of two different voltages, what we call the 5kV and 26kV distribution voltages. Accepting service at 26,000 volts is less expensive, and we also operate a gas-fired turbine that generates about half of the electricity that NMSU needs.

There was a section of 4,160-volt medium voltage cable that had to be moved to facilitate the tunnel repair. To make that relocation, the electricians re-routed service to many buildings temporarily. Unfortunately, Murphy reared his head, and the turbine that provides power to about ½ of the campus took this inopportune time to shut down because a pump failed.

(Don’t ask why 4,160 volts is commonly referred to “medium” voltage, although perhaps it’s because the powerlines along Espina are considered “high voltage” at 69,000 volts.)

When the turbine failed, the fuses in one of the primary switches tried to open the circuit to clear the overload, but only two of the three fuses blew, sending a destructive single-phase condition cascading out on the campus electrical distribution system. At this point, we have spent close to $400,000 in repairs and have filed insurance claims for another several hundred thousand dollars in damage, although we are now close to having the systems back to normal.

We still have an intermittent issue with the electric cables that serve Roberts Hall, Activity Center, Aggie Health and Wellness, and Breland. For the electrically inclined, we are unable to say precisely where the fault in the cable is, but to test it requires turning those buildings off and placing an escalated test voltage on that 60-year-old cable that was designed to last 20 years. In other words, the testing would most likely finish off the cable, so plans are to replace it, probably over Thanksgiving if it doesn’t fail in the meantime.

**ESPINA**

As most everyone knows, the roadway where Espina enters the campus is in bad shape. NMSU worked with NMDOT, the New Mexico Department of Transportation, and obtained a grant to replace the road between University Avenue and Jett Hall. That’s the good news; the not-so-good news is that the timing is going to be such that we will be working on this road at about the same time that NMDOT is working at University Avenue at the other end of campus (see The Round-About below). Cold weather determines when we can perform this work, as the hot-mix does not apply well in cold weather.
NEW RESIDENCE HALL

Work continues on the as yet un-named, new residence hall across from Corbett Student Union. The new building will cater to NMSU freshmen, who are now required to live on campus in their first year at the university.

The facility will feature semi-suite or shared rooms with a common bathroom, a laundry, and a courtyard with the Spanish Renaissance Revival design of other NMSU structures such as the Rhodes-Garrett-Hamiel Hall. The new residence hall will open in the fall of 2019 and will provide 300 beds.

The construction website can be viewed at this URL:


DEVASTHALI HALL

Devasthali Hall is the new visual arts building and gallery named in honor of Ammu and Rama Devasthali, who championed the project for several years. The $22.5 million approved by voters in 2016 as part of General Obligation Bond C will replace the nearly 80-year-old converted gymnasium. Currently, the building houses not only NMSU’s Department of Art but also the University Art Gallery, which will be rebuilt into a state-of-the-art facility for students and the community.

Construction for the new art building will take approximately 16 months and the facility is expected to be ready for occupancy in the fall 2019 semester. During the construction phase, the Department of Art and University Art Gallery, renamed the University Art Museum, will remain open in D. W. Williams Hall until Devasthali Hall is completed. The site of the new facility will be just behind the current building located at Solano and University Avenue.

The construction website can be viewed at this URL:

The Round-Around
Extensive activities are planned at the east end of campus as well. As listed on the project website, “Proposed improvements are intended to address potential deficiencies associated with the aging University Avenue bridge over I-25, capacity on the I-25 southbound off ramp, congestion and weaving between the I-25/University Interchange and the University/Triviz Drive intersection, as well as safety, system connectivity, and changes due to economic development in the surrounding area.” The final design is due in August 2018, bid documents are set to be issued in October 2018, with a construction start in early 2019. Completion will be by fall of 2020 if all goes as planned. Additional details are available at this URL: 

HTTP://WWW.I25-UNIVERSITY.COM/

EC 1 Roofing Project
We are replacing the roof at EC 1 and have had some challenges, particularly with the spaces on the top floor. Our communication with both occupants and contractor has had room for improvement, and the weather has not been much help either. To recover, we will be having more regular meetings with the occupants until the project completes.
The Hawks
The Rentfrow Swainson’s hawks continue to thrive, and the young are learning to fly. There is also another pair at the golf course, and those fledglings are spreading their wings as well.

These are beautiful animals but are not “just a bird” – they can hurt you. A couple of weeks ago, the young hawk at the golf course joined us on the 17th tee. See that shape on the water tank? That’s the parent providing overwatch, if you get too close to the young, momma will come out of nowhere and ask you to leave. Keep your eye on the sky around Rentfrow Hall.

Facilities and Services Scholarship Fund
Are you currently taking 3 or more credits as an undergraduate student at New Mexico State University and an employee at Facilities and Services? If yes, please send an email to sumolina@nmsu.edu with your name and Aggie ID to verify that you meet the requirements for the Facilities and Services Employee Scholarship. To qualify for the scholarship, you’ll need to have a current application on file for Scholar Dollar$. Please visit the Scholar Dollar$ website below to apply.

HTTPS://SCHOLARSHIPS.NMSU.EDU/
Please support your Facilities and Services employees or colleagues who are attending college and can use some assistance for books, tuition, supplies, etc. If you would like to contribute to the Facilities and Services Employee Scholarship Fund, please visit the URL below. You can give as little as $5.00 per month through Payroll Giving or give a one-time contribution. We hope that Facilities and Services employees can count on your support.

HTTP://ADVANCING.NMSU.EDU/ANNUAL-GIVING/FACULTY/STAFF-PAYROLLGIVING

**Employee Fund**

Also, you may recall that several of us discussed starting an employee fund so that funds are available and ready when we want to send cards and flowers to an employee that has experienced a personal loss. This came up with a recent injury, and we have now set up the Facilities and Services Employee Fund. If you want to donate to either the scholarship or the employee fund, you may do so at the same website.

HTTP://ADVANCING.NMSU.EDU/ANNUAL-GIVING/FACULTY/STAFF-PAYROLLGIVING

The FS Internal Advisory Council will develop guidance for the use of the “Flower Fund,” and we will ask FS HR to help manage it.

This takes us to **GREETING THE STUDENTS** -
Facilities and Services
Welcome back everyone, and have a great week unless you made other plans..!

Glen

Associate Vice President for Facilities
One Team / One Goal

OUR MISSION IS TO EFFICIENTLY PROVIDE A SAFE, WELL MAINTAINED, AND ENVIRONMENTALLY SUSTAINABLE UNIVERSITY COMMUNITY...

...AND IT TAKES EACH AND EVERY ONE OF YOU.

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