Since the new SPARK program was implemented, over 190 Facilities Management employees have received SPARK awards for demonstrating a core value through their work! Staff who have received a SPARK award this summer include:

<table>
<thead>
<tr>
<th>Adam Anderson</th>
<th>Dennis Cyboron</th>
<th>Clayton Mincic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jeff Anderson</td>
<td>Perla Duarte</td>
<td>Gil Mojica</td>
</tr>
<tr>
<td>Judy Baechle</td>
<td>Julie Eaton</td>
<td>Tammy Newberry</td>
</tr>
<tr>
<td>Jyenna Baeza</td>
<td>Ryan Grady</td>
<td>Adam Ortiz</td>
</tr>
<tr>
<td>Brian Baltazar</td>
<td>Bonnie Ham</td>
<td>Roy Rodriguez</td>
</tr>
<tr>
<td>Jeff Baughman</td>
<td>David Jimenez</td>
<td>Wayne Rossi</td>
</tr>
<tr>
<td>Austin Benavides</td>
<td>Pat Johnson</td>
<td>Tet Sanchez</td>
</tr>
<tr>
<td>Kathy Brady</td>
<td>Bonnie Kelso</td>
<td>Jim Shockley</td>
</tr>
<tr>
<td>Lindsay Brown</td>
<td>Jessica Kramer</td>
<td>Chris Stoltze</td>
</tr>
<tr>
<td>Jason Brueggeman</td>
<td>Jim Kron</td>
<td></td>
</tr>
<tr>
<td>Eva Burch</td>
<td>Zack Kulbeck</td>
<td></td>
</tr>
<tr>
<td>Paul Christianson</td>
<td>Leilan McLaughlin</td>
<td></td>
</tr>
<tr>
<td>David Coria</td>
<td>Christina Miller</td>
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</table>

Interested in joining the Employee Recognition Committee? Contact the Committee to learn more about member roles: fac_employee_appreciation@colostate.edu.
Cans Around the Oval

Cans Around the Oval is a Colorado State University tradition, where students, faculty, and staff partner with community members, local media, and area businesses to raise awareness about the facts surrounding the issue of hunger, as well as raise food and monetary donations. This event is Larimer County’s largest single-day food drive and benefits The Food Bank for Larimer County. Register to participate at the CANStruction event on October 10 [here].

Homecoming 2018

Alumni, families, employees, community members, and visitors are invited to Homecoming & Family Weekend, the time of year when we come together to celebrate Colorado State University’s past, present, and future. View the full schedule of events, starting on Wednesday, October 10, and lasting until Sunday, October 14, [here].
Mobile Food Pantry

Everyone is welcome to the Mobile Food Pantry at CSU. Just bring your CSU ID and bags for transporting food. Come to the intersection of University Ave. and Meldrum St. (in front of the Hartshorn building) and get up to 50 pounds of food, including fruits, vegetables, dairy, and baked goods.

The Mobile Food Pantry will be on campus on November 1 from 4pm–6pm and December 6 from 4pm–6pm.

Thanksgiving Holiday

University offices will be closed on Thursday, November 22 and Friday, November 23 for the Thanksgiving Holiday.

Finals Week

Fall semester finals are scheduled for the week of December 10–14.

Fall Commencement

Fall commencement will take place the weekend of December 14 and 15. A more detailed schedule can be found here.

Christmas Holiday

The University will be closed Monday, December 24 through Wednesday, December 26, as well as Tuesday, January 1, 2019.
Did you know? Facilities Management is dedicated to the responsible management of all wood waste associated with tree care operations, including dead, broken, or low-value wood as caused by heavy snowfall or strong winds. All wood waste from tree care operations is chipped on campus. The chipped wood is then used as high-quality mulch on landscaping projects across campus. Removed wood material is also milled with the intention for use within the interior millwork of on-campus construction and remodel projects. No wood or material is sent to the landfill, except that which is suspected as being infected by disease.
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Fun Fact

Most of us are familiar with our Facilities Management core values. We are good stewards, caring, collaborative, progressive, and experts. However, did you know that organizations with values-based recognition programs are actually the most successful for creating a supportive work culture? It turns out that work places with recognition programs tied to their organizational goals are nearly twice as effective as strictly performance-based recognition programs for generating affirmative cultural shifts. According to the research, employees experienced positive improvements in the following areas:

- Engagement (90% value based vs. 67% performance based)
- Humanity in the workplace (85% value based vs. 70% performance based)
- Job related satisfaction (86% value based vs. 70% performance based)

This is just a small extract of the compelling data that helped to inform the Employee Recognition Committee and contribute to the development of our Facilities Management SPARK program. If you are curious and want to explore some of this research further, go to G:\Employee Recognition\Recognition Research to read more!

Thank a Colleague

Email received by Tom Satterly —
“Knowing that compliments are always in order, I wanted to say that Frank Vigil, Aaron Shepard and Brian Taylor from General Services moved me out of my Laurel Hall office today. Moving is bittersweet, but they made the process much easier. They were fast, efficient, responsible and nice!! Thanks,
James A. Cooney, Ph.D.”

Email received by Newsletter Committee —
“I would like to thank Tet Sanchez and Mike Rice for making safety a priority in the FM trades shops. The recent reexamination of our PPE and commitment to annual trainings is something to be recognized. Thank you both - for taking electrical safety, fall protection, and PPE such a high priority!
Mike Broadbent, Training & Development Coordinator”
Email Received by Amy Ouska and Jamie Cardenas—

“Dear Amy and Jamie,

I wanted to take a few minutes to pass on our sincerest gratitude, appreciation and heartfelt thanks to our current custodial staff, Tammy Newberry and Julie Eaton. These two women have worked tirelessly to GET and KEEP our old building, Green Hall, in the best condition that our staff has ever seen it. I know that when they started as our team, our building needed A LOT of TLC and they willingly took on the challenge.

Below are just a few of the more significant projects they have taken on this summer/fall semester. I am sure that [there] are many, many more that I, personally am not aware of:

Power washing and deep cleaning the women’s locker room/shower area (I CANNOT tell you how huge of a project this was and deeply appreciated. It is a wonderful feeling for our staff to go in to take a quick shower and not be afraid of the condition of the walls and floors and be comfortable dressing out, showering and getting cleaned up from the day) Stripping and waxing our front lobby/restroom floors (seriously they have NEVER looked better and many of the longtime employees have commented how great it looks. Also, our Police Department prides itself on its professionalism and dedication to our community and having our lobby reflect this in its cleanliness is paramount.) Stripping and cleaning the dispatch bathroom floor (many of the dispatchers have commented that Tammy and Julie are even on their hands and knees cleaning the floor).

On a daily basis, these two women work extremely hard to keep our building, offices and entire premise spotless. They are courteous, friendly, respectful and understanding of our work environment and its unique challenges. There is also a high level of confidentiality required working in a Police Department and Tammy and Julie implacably understand this requirement.

It’s not often enough that supervisors get to hear the great things their employees are doing, that is why I am emailing today. Obviously, I cannot say enough great things about these two women and we will miss them dearly when they rotate out of our building, which we wish did not have to occur. Thank you to you both and your staff for all you do! You are appreciated, even if you do not hear it often enough!

—Amy Kuehl, Records Manager, Colorado State University Police Department”

Want to acknowledge a coworker for their effort, support, or accomplishment? Email your note of recognition to fac_news@Mail.colostate.edu for consideration in an upcoming Facilities Focus issue.
Congratulations to Jamie Soto for winning the #RamsRideRight grand prize, a bike from Recycled Cycles, valued at $300. He was caught riding right (safely!) on his bike. #RamsRideRight is a campaign created by the Campus Bicycle Advisory Committee with help from our partners CSU Police Department, Parking & Transportation Services and Departments of Central Receiving, where we reward cyclists who are caught riding right in critical areas around campus such as stopping at stop signs and dismounting in the dismount zone.

Riders will still be awarded throughout October and/or until all prizes have been claimed. Some of the prizes we are handing out now are free chips and queso from Qdoba, $5 gift coin to Recycled Cycles, and KIND Bars.
There are many organizations and groups spread across CSU’s 583 acre main-campus. Though small, the Student Disability Center (SDC) is an important group that offers students an alternative testing site, access to translated texts, and additional resources to help with specific needs. While SDC provides important resources for a student’s academic success, their previous building was isolated and difficult to access. When the opportunity arose, SDC made the decision to relocate from the southeast corner of campus to the TILT building on the Oval. In previous years, SDC had been slowly outgrowing their current space, while continually offering more services to more students. According to SDC’s website, from 2010 to 2017 the number of students who could use the space rose from 1,300 students to 2,300. Narrow hallways with multiple ramps and steps made navigating the existing space difficult. Disabled parking and drop-off was located on the opposite side of the building and entry doors and restrooms couldn’t fully accommodate the users. This led to a need for more physical space that could be properly utilized to promote student success.

Originally designed by Architect Eugene G. Groves, the late neoclassical building known as TILT was originally completed in 1927 as the university’s first library. In 1965 the building underwent its first renovation and when the dust settled, the CSU Music Building was complete. For over 44 years, the sounds of pianos, singers, and bands could be heard coming from the building, but in 2009 the Music Department moved, and the building was once again renovated. The TILT group moved in and later, in 2018, TILT welcomed the newly named SDC group. (Previously named RDS, Resources for Disabled Students.)

Remodel and Construction Services (RCS), the University Architect, and members of SDC, met regularly to address the current building’s issues and work on a design that would not only meet current needs, but position SDC ahead of its anticipated growth.

(Left: TILT 2017, Right: 2018 Completed Renovation)
While the new location makes the SDC more centralized on campus, the relocation and remodel was not without its challenges. The lobby and lounge were designed with an open concept to allow for easier movement throughout, doors with automatic openers were installed, a new all-inclusive ADA bathroom was built, and a separated “quiet” testing hall was designed to minimize noise pollution. The historic character of the building was re-introduced with the help of the Interior Design Group of RCS. Overall, the renovated space allows all members of the SDC group to have a space that is not only new, welcoming, inclusive, and functional, but also meets the needs of all future students.

### New Hires

<table>
<thead>
<tr>
<th>Kimberly Bartlett</th>
<th>Stephen Holland</th>
<th>Shaun Maisey</th>
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<tbody>
<tr>
<td>Joseph Cichon</td>
<td>Timothy Hollis</td>
<td>Marianno Munoz</td>
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<td>Ann Cooper</td>
<td>Tyler Keegan</td>
<td>David Rezendes</td>
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<td>Alyas Ernst</td>
<td>Douglas Kolstee</td>
<td>Matthew Serrano</td>
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<tr>
<td>Christopher Gail</td>
<td>Edward Lallak</td>
<td>Mike Shomers</td>
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<tr>
<td>Bill Harned</td>
<td>Matthew Lavin</td>
<td>Stephanie Swanson</td>
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<tr>
<td>John Henson</td>
<td>Aaron London</td>
<td>Kyra Thomas</td>
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### Milestones

Congratulations to our employees who have reached the following years of service milestones!

<table>
<thead>
<tr>
<th>5 Years:</th>
<th>10 Years:</th>
<th>20 Years:</th>
<th>30 Years:</th>
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<tbody>
<tr>
<td>Michael Gomez</td>
<td>David Hansen</td>
<td>Ken Vergo</td>
<td>Joel Cromley</td>
</tr>
<tr>
<td>Raymon Guzman</td>
<td>Embert Valdez</td>
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### Retirements

- Larry Duwa—Remodel and Construction Services, 12 years of Service
- David Einarsen—Outdoor Services, 25 year of Service
RCS - Low Voltage and Access Services

Even though we are well into the second football season in the newly named Canvas Stadium, it is still important to identify all of the hard work of Facilities Management employees in the development, construction, and operation of the facility. One of the FM groups who played an integral role integrating into the construction of the Stadium is the RCS Low Voltage crew. A division of Remodels and Construction Services, the Low Voltage crew in collaboration with Access Services and Telecom worked to coordinate and execute the installation of all of the security and access systems in Canvas Stadium. Low Voltage had three full time staff dedicated to the stadium project from January through September 2017. This team installed over 19 access panels, over 250 card access doors, and 122 security cameras in the stadium. Access Services coordinated the programming of all of the card access and security systems to ensure safety and security of Canvas Stadium during daily operations and Stadium events.

In addition to working on Canvas Stadium, the Low Volt crew engages with all of the Capital Construction projects to coordinate card access and security, including the Translational Medicine Institute, Anatomy/Zoology addition, JBS Global Addition, and Richardson Design Center. RCS Low Volt also works with other campus stakeholders within FM, including Fire Services and Building Automation Systems on projects for system upgrade coordination, as well as working with University clients. For example, Low Volt is currently engaging with Housing and Dining Services to undergo a 300-camera upgrade in all of the residence halls on campus.
Fall Bicycling

The Alternative Transportation Team in Parking and Transportation Services (PTS) would like to keep you up to speed on bicycling this fall.

- **Stay visible in the dark**: Please remember daylight savings is Sunday, November 4. With the time change comes darker evening commutes. By Colorado law you are required to have a white front light, a red rear reflector (we recommend a blinking red light), and side reflection at night for your bicycle. Add to your visibility by choosing light-colored clothing, or by adding reflective materials to your clothes, accessories, or your bike. Stop by PTS in the Lake Street Garage for a free front and rear light, while supplies last.

- **Communication is key**: Use hand signals to communicate your movements to other road users. Follow Cam's lead to signal your right and left turns, along with your stops. Use a bell or your voice ("on your left") to warn pedestrians when you pass them on multi-use trails, on and off campus. Stop by PTS in the Lake Street Garage for a free bell, while supplies last.

- **Keep Learning**: PTS and the City of Fort Collins would like to invite you to participate in upcoming Smart Cycling and Bicycle Friendly Driver courses. These courses address riding in mixed traffic from a bicyclist’s and a driver’s perspective. The classes are great for anyone looking to build their confidence and travel safely on our shared roadways. Browse upcoming classes (including some offered on campus) and sign up [here](#).

- **Join the Community**: Swing by this month's Lunchtime Community Ride for CSU employees, from noon–1 p.m. on October 24. This ride is part of a series to help new bicyclists learn skills, gain confidence, and build community. RSVP for free lunch [here](#).

- **Keep in Touch**: Do you have an issue with a bicycle rack, bicycle repair station, street sign, road marking, or would you like help with your commute? Please contact Aaron Buckley at [aaron.buckley@colostate.edu](mailto:aaron.buckley@colostate.edu) or 970-491-2492.
THE ILLUSION OF “SAFETY”

Complacency can be fatal. If you are under the misconception that your environment is inherently safe, you are unaware of the work that many people have done to make it so. To create a safe environment, someone must recognize potential hazards, plan to reduce those risks, and take action to manage the ongoing activity safely. That “someone” must be YOU! No one can foresee ALL of the possible things that can go wrong; no plan can completely avoid risk, and as long as people are involved, everything is unpredictable. That is why each one of us is vital to creating and maintaining a safe environment. We all think differently and we all see possible dangers IF we are intentionally aware. Never hesitate to speak up if you see a dangerous situation where someone could get hurt. It IS your responsibility and you may save a life. Never be concerned about offending someone who is acting irresponsibly, they do not have the right to put other people at risk, and they may be unaware of their actions.

As facilities employees we all have to walk, bike, or drive on campus daily, and that in itself is a risk. Some people are unlikely to obey the basic laws for cars, bikes, or pedestrians AND they may be oblivious to your presence. It is good to remember that. Your “right of way” is less important than self defense. Do I really have to say NEVER text and drive? Apparently…but remember talking on a phone while driving is also very distracting and should be avoided. When you begin a task, use a “Four Second Reset” to stop and assess the safe approach to what you are doing. Manage your “Zone of Control” with good housekeeping and organization. This is for your own safety and it is also considerate of others.
The opposite of complacency is a sense of discomfort or uneasiness. Simply put, if you are aware of all the things that can go wrong, you will be a lot less comfortable about living and working in a constantly changing environment surrounded by other people. Rather than make you anxious or nervous, and thus even more likely to mess up, I hope to inspire you to be empowered to be wise, proactive, and helpful. Have this number posted and added to your contacts: CSU POLICE DEPT. 491-6425. In case of emergency, their response time is much faster on campus than the general dispatch (911). If we all look out for ourselves and each other we can prevent many tragic and avoidable accidents. It is a compliment to know that most people DO feel safe on campus and we can be proud to be part of the team that creates that secure feeling.

CSU is a “cool” school, but it is also honored as cool in this year’s “Cool Schools” ranking by Sierra, Sierra Club’s official magazine. This year CSU ranked fourth out of 269 schools and moved up from 11th place.

Sierra bases “coolness” on a school’s greenness and sustainability. Sierra aligns their scoring system with the Association for the Advancement of Sustainability in Higher Education’s (AASHE) scoring system. AASHE is a professional organization that measures the Sustainability Tracking, Assessment & Rating System (STARS) of schools. Obvious items included in ratings are energy, waste, and water, but also include curriculum, research, grounds, transportation, food and dining, to name a few. STARS honored CSU with the highest ranking, Platinum, twice and CSU was the first school to achieve platinum status.

New buildings are built with energy efficient design and LEED certification. Old buildings are continually updated to be energy efficient by installing LED lighting. Recycling and conservation standards are high. High sustainability standards would not be possible without Facilities Management’s role. All FM people contribute in some way to sustainability in making CSU Platinum and a part of Sierra’s “Cool Schools.”

Please submit your “Wonder Why” questions to fac_news@Mail.colostate.edu.
We have wrapped up awarding the contract and are working towards starting implementation. As we do that, we are preparing to bring on board a consultant to help us with our business processes. We also brought Matt Smith on board in Computer Services to support the implementation and ultimately be responsible for data integrity. We are also preparing to collect asset information as well as prepping existing information for import into the new system.

Newsletter Committee

Thanks to the FM Newsletter Committee for creating this quarterly newsletter. Thank you to Olatz Pascariu for translating the newsletter into Spanish for our department. Look for the next edition in January of 2019!

Trying to find an older issue of Facilities Focus? Want to share your idea for an article, contribute through writing, or are interested in participating on the committee? You can explore previous editions of Facilities Focus by visiting M:\Facilities Focus, checkout our webpage at https://www.fm.colostate.edu/facilitiesfocus, or contact the committee by emailing fac_news@Mail.colostate.edu.