### SPARK Award Recipients

152 SPARK awards given for the program January through May! SPARK awards given out to Facilities Management (FM) staff this past spring include:

<table>
<thead>
<tr>
<th>Name</th>
<th>Name</th>
<th>Name</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Richard Adzgowski</td>
<td>Ben Duran</td>
<td>Donald James</td>
<td>John Peterson</td>
</tr>
<tr>
<td>Adam Anderson</td>
<td>Laurie Everett</td>
<td>Chuck Johnson</td>
<td>Denise Preuit</td>
</tr>
<tr>
<td>Lea Angell</td>
<td>Joseph Gallegos</td>
<td>Micah Jones</td>
<td>Angela Quam</td>
</tr>
<tr>
<td>Maria Baltierra</td>
<td>Aaron Garcia</td>
<td>Jim Kron</td>
<td>Ryan Richardson</td>
</tr>
<tr>
<td>Hayley Barnes</td>
<td>Adam Garcia</td>
<td>Ben Lopez</td>
<td>Amanda Richter</td>
</tr>
<tr>
<td>Kimberly Bartlett</td>
<td>Juan Garcia</td>
<td>Ken Luna</td>
<td>Connie Schunter</td>
</tr>
<tr>
<td>Tim Bashford</td>
<td>Bonnie Ham</td>
<td>Greg Mark</td>
<td>Matt Serrano</td>
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<tr>
<td>Luis Bazan</td>
<td>Andres Hernandez</td>
<td>Rochelle Mellott</td>
<td>John Shirey</td>
</tr>
<tr>
<td>Jody Beagle</td>
<td>Brad Hestdalen</td>
<td>Christina Miller</td>
<td>Kelly Siefkes</td>
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<tr>
<td>Austin Benavides</td>
<td>Seth Hiler</td>
<td>Jordan Miller</td>
<td>Vince Soderquist</td>
</tr>
<tr>
<td>Bryan Breidenbach</td>
<td>Robert Hultman</td>
<td>Kelly Miller</td>
<td>Brian Taylor</td>
</tr>
<tr>
<td>Ben Burkley</td>
<td>Jay Fetig</td>
<td>Rudina Morales</td>
<td>Sandy Venturato</td>
</tr>
<tr>
<td>David Bush</td>
<td>Curtis Baron Fishel</td>
<td>Rosalina Munguia</td>
<td>Frank Vigil</td>
</tr>
<tr>
<td>Dee Castaneda</td>
<td>Brandon Fuller</td>
<td>Tammy Newberry</td>
<td>Mike Walters</td>
</tr>
<tr>
<td>Kellcie Coffey</td>
<td>Jeff Icenhower</td>
<td>Jeanette Nicodemus</td>
<td>Jennifer Williams</td>
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<tr>
<td>David Coria</td>
<td>Robert Irizarry</td>
<td>Chet Olson</td>
<td>Ken Young</td>
</tr>
<tr>
<td>Marie Cooper</td>
<td>Bryson Jack</td>
<td>Robert Pando</td>
<td></td>
</tr>
<tr>
<td>Susanne Cordery</td>
<td>Claude Jalliet</td>
<td>Randy Paulus</td>
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</table>
Employee Recognition Committee Updates

Annually on May 15 the world celebrates the importance of Facilities personnel and the roles they play in maintaining buildings. This past May our own Employee Recognition Committee sponsored Facilities Management Day by providing a mountain of donuts with plenty of coffee, milk and juice to wash them all down with. Facilities employees from across main campus, the south and foothills campuses gathered at various locations to enjoy food and comradery with old friends and new. The feedback from this event was very positive. Thank you to everyone who worked hard to make this event happen. We look forward to next year’s event.

It’s time once again for the Employee Recognition Committee to randomly draw a name for this Quarter’s SPARK award from eligible recipients who have enacted Facilities Management core values. This quarter’s recipient receives a total of $250 (taxable) gift card(s) of his choosing. Congratulations to Frank Vigil, Quarterly SPARK award recipient for our second quarter drawing.

The Employee Recognition Committee added another gift card for SPARK redemptions. The committee has decided to purchase gift cards for Scheels Sporting Goods store on a trial basis. In an effort to be “Good Stewards” the Employee Recognition Committee is interested in recycling used gift cards. Used cards can be left with Christina at the front desk and will be reloaded for future use. Thank you for assisting the committee in this effort.
## New Hires

### March–May 2019

Welcome to our new employees! We are happy to have you on our team!

<table>
<thead>
<tr>
<th>Joui-Noel Bonillas</th>
<th>Kevin Kephart</th>
<th>Beatriz Schaulin</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rob Edgerton</td>
<td>Marcus Moritz</td>
<td>Gerald Sendgraff</td>
</tr>
<tr>
<td>Sara Ferrarese</td>
<td>Quinn Nye</td>
<td>Joshua Tompkins</td>
</tr>
<tr>
<td>Chad Holland</td>
<td>Victoria Porras</td>
<td>Shelby White</td>
</tr>
<tr>
<td>Jeff Icenhower</td>
<td>Karin Rees</td>
<td>Casey Williams</td>
</tr>
</tbody>
</table>

## Milestones

### March–May 2019

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

- **5 Years:**
  - Jordan Cooper
  - Perla Duarte
  - Dustin Goodyear

- **15 Years:**
  - Wayne Rossi
  - Benjamin Spransy
  - Gabriel Bouche
  - Kurt Davis

## Retirements

### March–May 2019

Congratulations to the following FM employees:

| Robert Hewett | Bonnie Kelso | Ron Schlatter |

## Supervisory Development Program

### 2018–2019

Congratulations to the following Facilities Management employees who have completed their Supervisory Development Program Certification! FM had the most graduates of any unit or department on campus this spring.

<table>
<thead>
<tr>
<th>Adam Anderson</th>
<th>Brandon Fuller</th>
<th>Amy Ouska</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kathy Brady</td>
<td>Claude Jailet</td>
<td>Ronald Owen</td>
</tr>
<tr>
<td>Bryan Breidenbach</td>
<td>Chuck Johnson</td>
<td>Michael Randall</td>
</tr>
<tr>
<td>Brady Carlstrom</td>
<td></td>
<td>Dan Rohleder</td>
</tr>
<tr>
<td>Devan Durand</td>
<td></td>
<td>Dallace Unger</td>
</tr>
</tbody>
</table>
Lagoon Summer Concert line up on west lawn of Lory Student Center at 6 P.M. 

July 10: Last Call Romance
Set to release a new album in 2019, Last Call Romance has been working hard to develop some new originals in their blend of rockabilly-swing style. They’ve traveled internationally performing at radio shows, concert series and New West Fest. This group of four is sure to have the audience on its feet and dancing this summer.

July 17: The Country Music Project
Michael Rice was only in third grade when he became intrigued with music. Over 30 years later, he was ready to get back into music and was looking for a female vocal partner. This soon turned into a band called The Country Music Project that can be found playing everything from traditional country covers to today’s Top 40 songs. Their vast repertoire has something for every country fan.

July 24: South to Cedars
Two engineers, a student and a singer make up this acoustic Americana band from Fort Collins. The group has performed at festivals and concerts all over Colorado, capturing the hearts of fans with its beautiful blend of folk, bluegrass and rock. The four band members love the art of music-making and performing, and their passion shows through their songs.

July 31: The Wendy Woo Band
A celebrated northern Colorado artist and Lagoon veteran, Wendy Woo lights up the stage with her energetic personality, musical skills and spirited songwriting. It’s no surprise that she’s earned many honors, including the Westword Music Awards “Singer/Songwriter of the Year” five times. She has also sung alongside artists such as Brad Paisley, Carly Simon, James Taylor, Counting Crows and more.

Aug. 7: Silver & Gold
After starting in Greeley, the members of Silver & Gold soon found themselves booking a tour with Overslept, an indie band from Denver, visiting West Coast cities. The band formed when five college music majors decided to combine each of their varying musical backgrounds into one energetic, indie rock sound. Their latest album, Color, was just released this year and is full of passion and good vibes.
Tours for FM Employees

FM and CSU employees on the Earth Sun Fire Tour at Foothills Campus (above)

FM employees on the Nancy Richardson Design Center Tour (left and below)
Third Annual Custodial BBQ
Once again in May the Custodial Supervisors hosted their teams to an afternoon of food, fun and games at The Monfort Quad. The rain clouds parted revealing a nice warm Friday sun where hamburgers, hotdogs, chips, and drinks were enjoyed by all. A cornhole tournament was played with Paul Chapman and Sandy Ortiz winning the coveted “Golden Spray Bottle.” A pie eating contest was held this year with the winner “throwing” a whipped cream pie in the face of section Manager Tom Zino. This year Brad Hestdal did the honors.
In May 2019 CSU received Level II Arboretum Accreditation! The Campus Arboretum is intended to leverage the investments of our historical and diverse urban forest, the Heritage Garden and Arboretum, the CSU Horticulture Research Center, Annual Flower Trial Gardens, and the Perennial Garden at the UCA. Each are great accomplishments by individual faculty members, departments, colleges, and the University; however, tied together as an arboretum and botanical garden, these successes positively and more fully express the story of CSU’s land-grant heritage and commitment to excellence. The arboretum experience will generate opportunities for the campus to learn through interaction with tree diversity, interpretive signage, and improved campus habitat, offering an engaging learning laboratory environment for students, employees, and community visitors. The CSU Campus Arboretum is an exceptional asset for the community, advancing individual programs and efforts around research and teaching through the overarching structure and prominence of the arboretum, solidifying a legacy that preserves our urban forest for future generations.

Employee Spotlight: Meet Jamie Cardenas

My role in our department is the Custodial Services Manager (a.m.) in the Building Services Section. I’ve been at CSU Facilities Management for 1 year and 2 months. Five things you may not know about me are:

- I currently serve as a reservist in the United States Navy as a Second-Class Petty Officer. In the Navy, I am an Electronics Technician and I am based out of Pearl Harbor, HI on the Joint Maritime Ashore Support Team - Pacific.
- The proudest moments I have had at FM so far are when I have seen our people improve and get promoted! I have been lucky to see that on so many occasions in such a short period of time.
- In my spare time I love to do physical training—anything from trail running to obstacle courses and functional fitness.
- My favorite place to eat is on Guam! It is a hamburger place called Meskla Dos. My favorites are the “Grilled Cheese” Burger and the “French Toast Slammer” Burger, both with a side of sweet potato fries.
- The person who inspires me most is David Goggins. He is an extreme endurance athlete and a retired Navy Seal. He has competed in Ultra Races across the country and finishes regularly in the top five! He is an excellent example of not letting failure defeat you when you are trying to accomplish a goal.
ADA Responsibility and Commitment

One of the many challenges Remodel and Construction Services (RCS) faces daily, is keeping the hundreds of buildings owned by the university up to date with all the current building codes. The International Building Code (IBC) releases its new set of codes every 3 years, and for the most part, changes are minimal, and the code becomes more refined. However, in 1973 a revised set of building codes were implemented across the United States. The Rehabilitation Act of 1973 was revised and passed in attempt to make the law more inclusive for people with a wider range of disabilities. Followed then in 1990 by the Americans with Disabilities Act (ADA), the push for safe and equal work spaces for all employees was a complying factor for every project at CSU. Buildings built after ADA was adopted in 1990 were built to comply with the code. The challenge for RCS comes from the hundreds of non-complying buildings that already existed prior to these laws being passed.

Every space, building, or project RCS takes on, the first thing that is assessed is ADA compliance. After the 1973 revised law, it was quickly evaluated that most of the older buildings at CSU needed elevators to access upper and lower floors. Since then, major ADA needs have been addressed but it’s still RCS’s responsibility to correct not complying issues. When a space gets renovated from a storage room to private offices, there are different ADA requirements such as clearances, to light levels, to handles allowed on doors. When buildings span every decade back to the 1890’s this challenge is unique and differs daily. ADA serves as the minimum requirements, but many times RCS will address individual needs above the minimum standard.

CSU offers a “Reasonable Accommodation Request Form” where employees can request accommodations under the passed laws mentioned above. Over the past year RCS has designed and completed multiple requests, transforming the space above the minimum requirements. Some projects include creating fully automated routes for employees and students. These routes have automatic doors, locks, and openers to help accommodate the entire path of travel. RCS has installed additional automatic doors, when the compliant door was located at the other end of the building. Also, RCS has helped with specific kitchen and breakroom needs where countertop heights and appliance locations needed to be changed. RCS and CSU will continue to strive to make the campus accessible and inviting to everyone, whether employees, students, or guests.
WHYdrate? People who work outdoors or in hot environments are especially vulnerable to dehydration. In Facilities many of our projects must be completed without the benefits of air conditioning or shade. Working on projects at home can be demanding and we may neglect our physical safety as well. Your first priority should be to drink enough water to maintain adequate hydration and understand that dehydration occurs when you lose more fluid than you take in. It is essential to know the warning signs of dehydration because it can be serious or even fatal.

The warning signs of dehydration are:
- Extreme thirst
- Dark urine
- Fatigue
- Dizziness
- Confusion
- Seizures

Call a doctor if someone is:
- Irritable, disoriented, listless or very sleepy
- Unable to keep down fluids
- Having seizures

To stay adequately hydrated: Drink water morning, noon, and night and more when you will be working in hot environments. Eat foods high in water content such as fruits and vegetables. Add electrolytes to your water (they help carry electrical signals to your brain and organs). Fortunately, within Facilities, we all have access to water and ice. For those who commonly work outdoors, Outdoor Services provides staff with large water coolers for use at job sites as well as powdered Gatorade mix. Operations has provided staff with Camelbaks and cooling headbands, as well as the powdered Gatorade. If any other Facilities employee is interested in any of these proactive measures, management is happy to provide them.

Source: https://www.mayoclinic.org/diseases-conditions/dehydration/symptoms-causes/syc-20354086

Fun Fact

Did you know? The Outdoor Services group maintains an irrigation system that provides water to 250 acres. This equates to approximately 35,000 sprinkler heads. The irrigation system utilizes over 90% raw water. That water is delivered from College Lake on the Foothills Campus to Main Campus through a 14-inch main line over three miles long. The irrigation system is controlled via centralized control. Learn more about Outdoor Services at https://www.fm.colostate.edu/outdoorservices and the Grounds section at https://www.fm.colostate.edu/grounds.

The Horticulture Crew planting in the shade of the University entrance at Pitkin and College on a hot day.
Wonder Why?

By Jeanette Nicodemus, Finance

Wish cycling is the practice of accumulating things to be recycled, wishing you made the right choice.¹ Seems like a good idea to recycle everything, right? Well, no. Don’t recycle if there is no intention of recycling properly. It’s important to recycle the right way.

Recycling just for the sake of recycling is a problem. If the recycling includes a certain percentage of contamination, it gets sent to the landfill and doesn’t get recycled.

According to Waste Management Media Room, average contamination rate is approximately 25%. Around one in four items should actually be disposed of in the garbage and not recycled. China, a major importer of recycling, will only accept up to 0.5% contamination.

How can wish cycling and recycling contamination be avoided? Pay attention to posted recycling guidelines. If unsure about an item, toss it in the trash. Items that contaminate recycling are liquids, lids and food (food is compostable). Most single use paper coffee cups are not recyclable, as the cups are coated with plastic. Leaving food in aluminum foil contaminates the aluminum foil.

Good intentions of recycling, literally, get tossed in the trash when not done properly. Rule of thumb is “if in doubt, throw it out.” By doing so, it helps ensure desired outcomes, wish cycling does not occur, and most importantly recyclables get recycled.

¹ Source: https://capitaljunk.ca/blog/2016/02/29/what-is-wish-cycling-and-why-must-it-end/

Further Resources:

Watch this 30-second City of Fort Collins video: Fight the League of Contaminators
Check out this City of Fort Collins A-Z recycling guide

Please submit your “Wonder Why” questions to fac_news@Mail.colostate.edu.
IWMS Updates

By Ken Vergo, Utilities Services

It has been another busy 3 months for everyone working on getting ready for AiM, the IWMS from AssetWorks. Eva Burch has been working on asset groups with Trades and other shops in Facilities. In AiM, asset groups are templates for equipment that have common attributes such as pumps, elevators, and drinking fountains. The work creating asset groups will ultimately make it easier to add equipment to AiM.

Developing business processes is another aspect of transitioning to AiM. Matt Smith continues to work with various groups in Facilities to help map out their business processes. This is a good opportunity to determine the best way for us to do business and have AiM work for us. If we don’t, we’ll have to adjust our processes to work with AiM.

The IWMS Communication’s Team is always interested in what you would like to know. Please submit your questions to FAC_IWMS_FAQ@colostate.edu. You can visit https://www.fm.colostate.edu/iwms for information. The QR code in the image will direct you to the site on your phone or tablet.

FM Diversity Team Updates

By Jasmine Hatten, Payroll/Personnel

The FM Diversity Team has been working hard at tackling the Principles of Community conversations. The team has met with various FM supervisors and learned different ways that they are promoting the Principles into their day-to-day work and with their teams. To share best practices and promote more of these important discussions, the FM Diversity Team devised a Principles of Community Tip Sheet, which was sent out to all supervisors on May 13, 2019. This information sheet offers tips and real examples from various FM unit supervisors. You can download it from our webpage at https://www.fm.colostate.edu/diversity. The hope is that this information can facilitate discussions into the not so easy conversations. The team will continue to follow up with supervisors and serve as a reference point and facilitator to anyone who might have questions or concerns.

In addition, another goal of the FM Diversity Team is to be supportive in efforts to increase recruitment and hiring and retention of employees from marginalized and excluded populations. The team has met with HR Employment specialists in order to understand application processes, job descriptions and postings, and where CSU job postings are regularly posted. The purpose is to see if hiring efforts are reaching all possible applicant populations. The team has also discussed conducting on campus job fairs in order to recruit our very own Colorado State University graduates.

Have comments, suggestions or ideas for the FM Diversity Team? Send them to the team’s email at: fac_diversity_team@Mail.colostate.edu.
Parking and Transportation Services Updates

Parking Lot south of Facilities Management North

Parking and Transportation Services will enforce parking in this lot beginning July 1. We will still have clientele parking available for this building. Signage will be posted to indicate permitted spaces. For details, please refer to the email announcement sent to all FM employees, which landed in your inbox in late June. If you have questions, contact Karin.Rees@colostate.edu.

Events on Campus

University calendar reminders for the approach of fall:

- Ram Welcome Week is August 22–25.
- Fall semester classes begin August 26.
- Labor Day Holiday is on September 2; the University is closed.
- President’s Fall Address is on September 11.
- Homecoming & Family Weekend is October 2–6.

Save the Date – Summer Fun

Join us for the Annual Facilities Management Summer Picnic –
August 2 from 11:30 a.m. – 1:00 p.m. at The Trees.

Come out and enjoy a break in the sun with games, activities, music, lunch, and an employee drawing with great giveaway prizes! We are open to music requests; please send an email by August 1 to Karin.Rees@colostate.edu with specific songs or genres that you’d like to enjoy at the picnic. If you have any food allergies or specific dietary restrictions, please email Karin.Rees@colostate.edu to let her know.

Newsletter Committee

Check out this historic Facilities newsletter, published 27 summers ago in our department: Take Five, Issue #187, July 1992!

Thanks to the FM Newsletter Committee and Facilities Focus contributors for creating this quarterly newsletter. Thank you to Jon Lindeman for translating the newsletter into Spanish for our department. Look for the next edition of Facilities Focus in October of 2019.

Facilities Focus aims to communicate to employees that their work and their sections are valuable to FM and CSU, that what we do is recognized and holds meaning and impact. Learn more on our webpage: https://www.fm.colostate.edu/facilitiesfocus