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FACILITIES MANAGEMENT

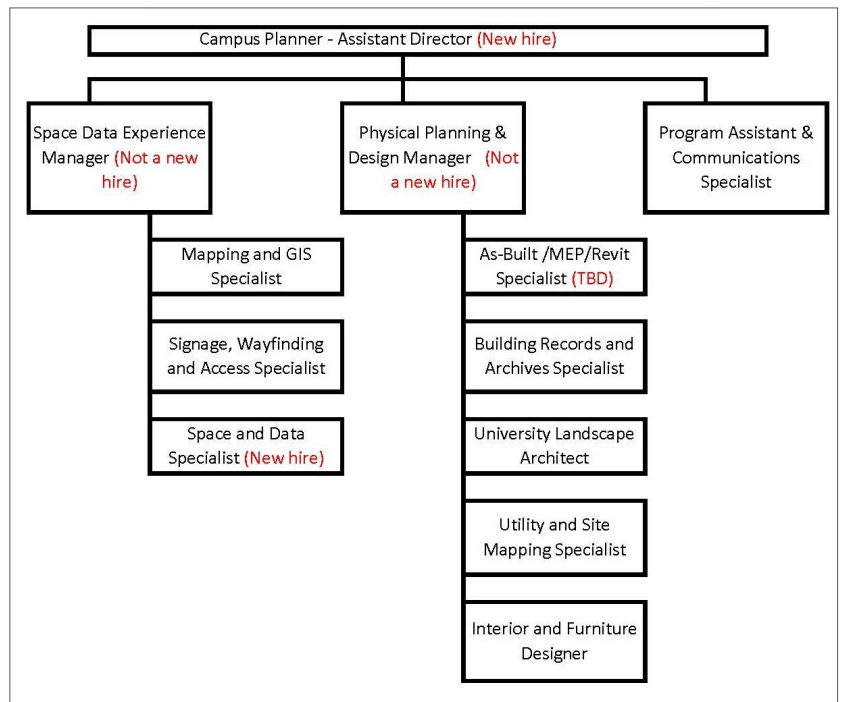
AT COLORADO STATE UNIVERSITY

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Greetings FM Team,

With upcoming retirements of two leadership positions, Kristi Buffington (Space) and Fred Haberecht (Planning), we were presented with an opportunity to review our current FM organizational structure. Kristi and Fred took the last few months to develop recommendations that will improve coordination among these two FM sections, create additional leadership and management roles, and enhance career progression and succession planning. They shared their recommendations with stakeholders (e.g., their respective staffs, Facilities Management AVP Direct Reports, and Vice President of University Operations) to gather feedback and better inform the process. I am proud to announce we have agreed on the below revision that incorporates the above management features.



The above organization results in a single Assistant Director role, while creating two proposed mid-level leadership positions to be finalized by the new Assistant Director. Additionally, we are creating a new position for a Space and Data Specialist. Our plan is to hire the Space and Data Specialist first, followed by the new Assistant Director, by early spring 2022. Once these positions are in place, we will share the process for selecting the mid-level manager roles.

I am proud of and grateful for Kristi's and Fred's efforts to create a new organizational construct for the future, one that will better serve the campus mission while providing increased opportunities for our people to lead and grow! Well Done!

Thank you,

Tom Satterly, P.E.
Associate Vice President for Facilities Management

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