

DECEMBER
14, 2021

FACILITIES MANAGEMENT

AT COLORADO STATE UNIVERSITY

FM WEEKLY
COMMUNICATION

Issue 148

Holiday Greetings Facilities Management Team,

I wish each of you an enjoyable and well-earned winter break with family and friends. As I reflect on all we have to be thankful for, I never imagined a year ago that COVID would continue to be at the forefront of how we plan and execute our work. I am grateful to work with professionals who are resilient and maintain a positive attitude. Examples of your noteworthy accomplishments include:

- Braved a historic winter storm. Skillfully managed heat loads and boiler fuel sources, extraordinary efforts of snow removal to ensure safe passage across our campus, cleanup and restoration of building interiors damaged from plumbing leaks.
- FM led the campus with an exceptional 91% response to the vaccination mandate. CSU knows it can depend on FM to provide a safe and healthy campus.
- Implemented a new telework policy, ensuring a balance of mission accomplishment while accommodating personal requests to work remotely in this new hybrid work environment.
- Completed two 'green' energy projects. GeoX is CSU's first geothermal energy project, achieving geothermal heating and cooling inside of Moby coliseum. One of the largest geothermal energy exchange projects west of the Mississippi, this project recently received a significant honor from the construction industry – Colorado Project of the Year! We are underway with a solar energy project that will almost double solar capacity for CSU. Both these projects are major developments toward CSU's commitment to renewable electricity and carbon neutrality.
- FM Leadership Academy commenced with an overall purpose to invest in our employees; increase our team's knowledge and skills; support career progression and succession planning; and to engage and retain employees.
- Continued to meet campus needs in the midst of many vacancies. Hiring new team members has significantly improved as we return to pre-COVID staffing.

Please take care to recognize that the holiday season may be a time that includes additional stress from financial or personal challenges. Look after each other, check in on your teammates, and if in doubt, be sure to reach out for support. You can discuss challenges with your immediate supervisor, FM section manager or director, or with me if needed.

You may also access confidential mental health and wellness support through the [Employee Assistance Program](#) (EAP). Call Jan Pierce at 970-491-3437 to find out more about your EAP benefits. Check out the attached [Healthy Holidays Toolkit](#), which includes tips for coping with holiday stress, being alone, grieving, holiday budgeting, eating/nutrition, and new year resolutions. The link includes a few additional holiday resources, such as staying healthy and increasing gratitude.

Each and every one of you is a valued contributor to the FM team. With pride and respect, THANK YOU for all you do each and every day. Happy Holidays, stay safe, and I look forward to an exciting new year for the FM team!

Sincerely,



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

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