

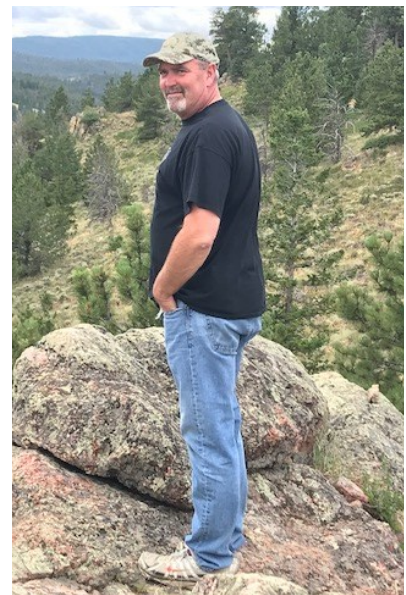
## Facilities Focus – Winter 2021

The quarterly newsletter of CSU Facilities Management

### Employee Spotlight: Barry Willier

When thinking of those who have played a large role in CSU's campus development, a few names always come to mind. Barry Willier, of Remodel and Construction Services (RCS) is one such name. Not many people have seen the growth of campus and Facilities Management like Barry has. In fact, he was one of the first ever hired into RCS. Barry moved to Colorado in 1995, though he had been stationed in Fort Carson, Colorado previously and served three years in the United States Army. When he joined CSU Facilities in 2002, he brought with him 10 years of commercial construction and 3 years of residential construction experience. He started as a carpenter doing small projects for the university and in 2004 the RCS group (then under a different name) was created within Facilities.

At that time, RCS consisted of only two project managers, two carpenters, two electricians, one plumber, and one accountant. The group was created to help tackle an influx of 1960's buildings needing repairs, Barry said, and more work could be completed in-house. As the group expanded, eventually to 98 positions, Barry took on the role of a project manager. He said what he enjoys most about this role is the customer interaction. He enjoys collaborating and helping clients across the university get their spaces renovated and problems fixed, seeing the excitement his clients show when seeing the new spaces makes the job even better. If Barry were to ever work in a job outside of Construction, he said it would be something to do with the outdoors. He has been an avid hunter, fisher, and outdoorsman his whole life. With eighteen years at CSU complete, Barry is still looking forward to improving the campus. The "atmosphere is great here" he said, and he enjoys all the parts and pieces that go into completing projects and working as a team for Facilities.



**Congratulations to the  
following employees who  
have reached their service  
milestones!**

**5 Years**

**Beverly Morgan**  
Custodial

**Chuck Johnson**  
Plumbing

**Tammy Newberry**  
Custodial

**Jason Blumenshine**  
Custodial

**Blake Miner**  
BAS

**David Twesme**  
Mechanical Services

**David Biggs**  
RCS

**20 Years**

**David Miranda Velazquez**  
Custodial

**10 Years**

**Lindsay Brown**  
Construction & Design

**Lucas Kincaid**  
RCS

**Andrew Schroeder**  
Grounds

**Micah Jones**  
Foothills Campus

**Marissa Koski**  
Custodial

**Julie Compton**  
RCS

**Chet Oleson**  
FSG

**30 Years**

**Yann Hofmann**  
Custodial





## Engagement & Recognition Committee Updates

By Joan Paulson, Custodial Supervisor

This quarter the Engagement and Recognition Committee (ERC) has been working on ways to better support and recognize all staff during the pandemic. Various options have been discussed to safely provide food options such as donuts, while options to gather together have not been as easily solved. We have also switched out the Cinemark gift card for a Qdoba gift card.

As before, SPARK Awards continue to be given to employees, including those working remotely. Employees working from home have similar responsibilities to those working on campus and have the ability to be recognized for exhibiting our core values. SPARK cards are currently being redeemed on the previous schedule of 1<sup>st</sup> and 3<sup>rd</sup> Wednesday's at the Key desk by Christina and Amy. They will contact the Supervisor to pick up the staff member's gift card and work with remote workers to either mail or do a curb-side pick-up for their SPARK Awards. Please look for future announcements on the new process for remote workers to redeem their SPARK Award.

It is time to randomly draw a name for this Quarter's SPARK Award and Annual SPARK Award from eligible recipients who have enacted Facilities Management Core Values! This quarter's recipients will receive a total of \$250 (quarterly) and \$500 (annual) taxable gift card(s) of the recipient's choosing from our available gift card selections.

Congratulations **Sol Garcia-Chavez**, 4th Quarter SPARK Award recipient for this quarter!



Congratulations **Nicholas Nunally**, 2020 Annual SPARK Award recipient for the year!



For many reasons, there has been a lot of social unrest around the country this year. In an effort to assist with equity and inclusion, the FM Diversity Team participated in focus groups to learn how to improve equal and inclusive access to communications for all FM employees. The diversity team and Direct Reports staff also participated, in Safe Zone training lead by the Pride Resource Center.

Members of the diversity team held focus groups with Tom Satterly to explore how or if FM employees are receiving important department and CSU communications. The information ranges from FM communications to HR benefits information. The results from these focus groups, show that there were many reasons why employees were missing out on important information. The team provided a summary of findings to Tom Satterly with recommendations on how the mentioned reasons could be fixed. More to come on that in the near future.

In November, the team attended a virtual Safe Zone training provided by Maggie Hendrickson and Pedro Ramos of the Pride Resource Center. The training is provided regularly for faculty and staff as a method to reduce homophobia, transphobia and heterosexism and provide an allyship for the LGBTQ+ CSU community. For more information, please visit <https://prideresourcecenter.colostate.edu/safe-zone/>



The team is taking steps to ensure that all FM staff receives the information they need to feel comfortable and safe on campus and in the community.

Have comments, suggestions or ideas for the FM Diversity Team? Send them to the team's email at: [fac\\_diversity\\_team@mail.colostate.edu](mailto:fac_diversity_team@mail.colostate.edu)

Also, check the FM Diversity webpage for updates at: <https://www.fm.colostate.edu/diversity>

## Resource Allocation Plan (RAP)

### Reminder!

The RAP budget suggestion box is located in the FM North Breakroom. Please submit your ideas on the forms provided. You can also approach your supervisor or email Karin Rees at [Karin.Rees@colostate.edu](mailto:Karin.Rees@colostate.edu) if working remotely. Thank you!





Facilities Management is currently working on implementing another AiM module designed for the Capital Construction group. The Capital Planning and Project Management (CPPM) module is designed to manage mid to large-scale projects. It can incorporate all aspects of managing projects including financial budgeting, workflow, and contract processes. The module accommodates drawings, RFIs, submittals and correspondence that are integral to a project's management.

Currently, Capital Construction uses Projecto to keep track of project finances. Migrating to AiM provides several advantages. CPPM uses AiM's work order system in the O&M module which the rest of Facilities is now using. When work is done by another FM section, the costs are automatically tracked in the project. While AiM isn't used for detailed critical path method scheduling, it does integrate with Microsoft Project for some information. AiM also integrates with Kuali so that accounting information does not need to be entered twice.

Project dashboards in AiM show measurable metrics. The dashboards can show project expenses and encumbrances and compare them to the overall project budget. Shifted schedules can be compared to the baseline schedule and show the impact. Employees' actual hours working on a project can be compared to the projected hours.

Currently, Facilities has a team working with AssetWorks gathering requirements. Upon completion, the software is configured and validated. The final step before going live is training the employees. The go live goal is the last quarter of 2021.

If you have any questions or suggestions for the AiM Communication Team, please email us at [fac\\_iwms\\_faq@colostate.edu](mailto:fac_iwms_faq@colostate.edu). The website is <https://www.fm.colostate.edu/iwms> or use the QR code below.



Parking and Transportation Services (PTS) hopes everyone was able to safely enjoy the holidays over winter break. Employees, commuter students, and our colleagues from the Foothills campus who have logged in recently to inquire about parking permits have likely noticed an expanded selection of options available.

Based on feedback, PTS has worked to provide more flexible partial-week A, Z, ZR, and B permits for those experiencing unique scheduling demands.

In addition to the existing MWF (Monday, Wednesday, Friday) and TR (Tuesday, Thursday) permits, all A, Z, ZR, and B eligible permit holders can purchase parking for MW (Monday, Wednesday), WF (Wednesday, Friday), and TWR (Tuesday, Wednesday, Thursday) partial-week configurations. Both the MW and WF variants cost the same as the previous TR permit, while the TWR will cost the same as the other MWF 3-day offering. These additional permits can be purchased for Spring and Fall semesters, as well as annually.

PTS is also excited to welcome Park Mobile to campus this semester. Park Mobile will be replacing Way-to-Park as our mobile parking vendor. Park Mobile offers a user-friendly application with recognizable zone names, lower transaction fees, and built in safe-guards to prevent users from overpaying in a time-constrained lot. Stay tuned for an official announcement on the switch to Park Mobile, coming mid-January.



For more information on any of our permits or Park Mobile, email us at [parking@colostate.edu](mailto:parking@colostate.edu), give us a call at (970) 491-7041, or stop by our office on the southwest corner of the ground floor at the Lake St. Garage.



## Colorado State University Fort Collins GeoExchange System (GeoX)

By: Carol Dollard

The \$21.3 million recently completed GeoX project replaces steam heating in the 50-year-old Moby Arena Complex. The project drilled 342 boreholes, each approximately six inches in diameter and 550 feet deep, in the intramural fields. CSU partnered with the State of Colorado, leveraging Controlled Maintenance funding to replace the outdated HVAC system in Moby Arena with equipment that is compatible with the geothermal system.

Geothermal energy systems take advantage of constant ground temperature by circulating water through a field of closed-loop pipes. Once the ground cools or heats the circulating water, it takes just a little extra electrical energy to bring it to the desired temperature for a comfortable building. The conditioned water can be used in heating *and* cooling systems in the building's HVAC climate control systems.

GeoX has been in planning discussions at CSU for nearly a decade. This state-of-the-art system removed a large section of our main campus from the outdated and more carbon-intensive steam heating and has also replaced an aging chilled-water cooling system. This project aligns well with the University and city of Fort Collins' commitment to reduce carbon emissions.



Drilling Activity typical for each of the 342 wells.



Drilling disrupted the IM Fields, but they are now fully restored

To learn more about sustainability practices and initiatives at Colorado State University, please visit <https://green.colostate.edu/>.



### Improving the Workplace for Safety: Know Your Controls



Many of our work environments at CSU have potential hazards that can make work harmful if not considered properly. Repetitive muscle movements, high walkways, powerful machinery, and electrical hazards are a few examples. All workspaces can be improved through three control methods: Engineering Controls, Administrative Controls, and the use of Protective Equipment (PPE). These controls are listed in order of importance, and your workplace should be evaluated in that order.

Engineering Controls address ways of making the physical environment safer based on the actual construction of the area or equipment. Is there is a way to make the job less hazardous by eliminating hazardous conditions? Examples could be installing guard rails to prevent a fall or installing machine guards could prevent pinching at contact points.

Administrative Controls address *how* the task is done. Once the physical environment has been made as safe as possible, the next step is to protect workers by how they perform a given task. Creating protocols or methods of doing work safely can prevent many hazards. Examples might be keeping non-essential workers out of a hazardous area or preventing dangerous access to open systems by using lock-out/tag-out procedures.

Protective Equipment addresses the personal safety equipment worn by an employee. Eye protection, safety boots, gloves, and hard hats are all examples. This is the last line of defense. The other two controls must be used first. It is best to prevent an employee from being exposed to hazards in the first place.

An example for reducing exposure to silica dust created by cutting into concrete:

1. Clear the work area so that only the employees making the cut are near the equipment. Notify other personnel in the area of the work being done.
2. Use the proper concrete cutting saw and the wet cutting method. The employee making the cut positions themselves properly in order to minimize exposure to the dust generated, allows the controlled use of the saw and produces the cut.
3. The employee uses a mask, eye protection, gloves and protective shoes in order to shield from potential harm.

All work environments can be viewed through these three control methods to make tasks safer, and all should be used together. When confronting any potentially dangerous situation at work, talk to your supervisor and take care of yourself and your colleagues.



Limited students on campus during the fall semester meant the much-needed renovation of Yates Hall Rm 104, could finally take place. Seeing the completed renovation of the 250-seat auditorium is the icing on the cake for this long project. While completed in the fall of 2020, the original planning with RCS started back in fall 2018. This project showcases the progression from an idea of a hopeful client, to a finished project.

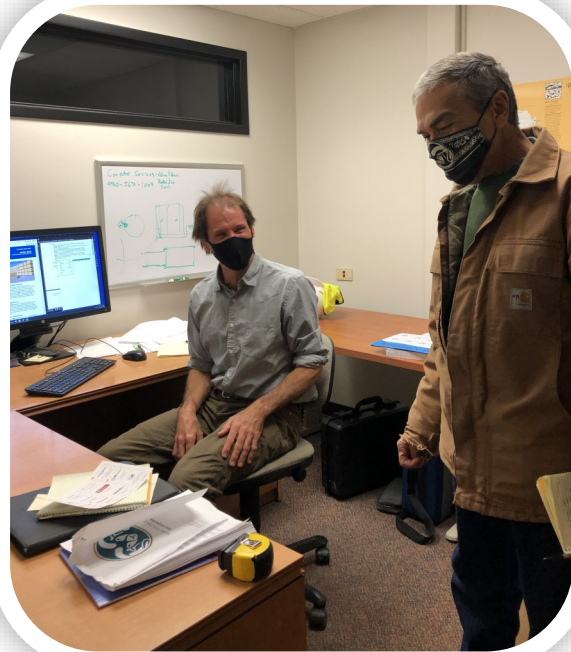
In the Fall of 2018, a proposal was sent to UFFAB (University Facility Fee Advisory Board) requesting the renovation of one of campus' largest auditoriums. The RCS design team visited the site to assess the current condition, took photographs and gathered dimensions. RCS then put together 3-D renderings and presented those to the UFFAB committee the next day. The project was selected by the committee and received funding later that year.

The condition of the auditorium warranted the renovation due to ongoing issues of loose carpet, broken desks and bad lighting. Additionally, necessary ADA improvements would be addressed. RCS performed the architectural and interior design, while Facilities Management groups completed engineered drawings and furniture orders throughout 2019.

With design and planning complete, the RCS trade groups completed the demo, construction, and interior finishes in 2020. The ADA improvements included new door operators, accommodating tables, and improvements to the ADA ramp into the auditorium.

Completed in time for the Fall Semester, the auditorium will have to wait to be fully seated with 250 eager students. This project showcases the time and effort RCS spends ensuring a project is designed, managed, and completed to match an idea envisioned in 2018. When you see crews working, designers drawing, or project managers pacing while on the phone, know they are one piece to the puzzle that makes up RCS and the greater FM team.





# FACILITIES MANAGEMENT

AT COLORADO STATE UNIVERSITY

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Greetings FM team,

With the Fall 2020 semester behind us, now is a good time to both reflect upon and appreciate our team's contributions to date and also look ahead to what 2021 holds. Our Facilities Management team has much to be proud of over the last year, continuing to deliver the valued services CSU has come to expect of our team while providing added value during this unprecedented COVID-19 pandemic such as: prepared classrooms through space analysis, code review and relocating and/or marking furniture to ensure social distancing, installed COVID-related signs, increased cleaning and disinfection of classrooms and offices, and modified building ventilation to ensure healthy environments for teaching and research. Our teams also led the project management of both the campus COVID testing sites and wastewater sampling for early detection of the virus. Each of you demonstrated exceptional skills and resolve while managing other challenges such as the Cameron Peak Fire, and the nationwide discussions involving public safety, and social and racial justice. Well done to everyone for the impressive leadership this team displayed during these unfamiliar and challenging times!

Looking forward to the upcoming 2021, here are a few topics I thought would be of interest:

Strategic Planning: President McConnell started the university's latest strategic planning process, known as Courageous Strategic Transformation (CST), which will provide the campus with guidance on the future of CSU's mission, purpose and core values. We will use the CST guidance as cues that could influence our FM role and how we perform our mission in the future. Some of you may be involved in the stakeholder outreach throughout this process. Look for updates as the CST completes in the spring of 2021.

Building upon an even more inclusive and diverse workforce: One example will be through better recruiting when hiring new positions. FM Diversity Team and Directors will be attending training titled "*Recruitment, Hiring, Retention, and Promotion of Diverse Staff*" on March 4.

Professional Development at FM: We will continue to invest in our team, focusing on creative approaches to increase our team's knowledge and skills, e.g., FM is considering starting an academy for aspiring leaders in facilities management. We will gather feedback before making a decision on this training to ensure it supports personal goals and FM's overall mission. This proposed FM academy also supports career progression and succession planning – stay tuned for more on this exciting approach to grow our future FM leadership!

Financial Health: We expect another lean budget due to the uncertainty surrounding COVID, and will continue to choose carefully on which staff positions to fill and when. Strong coordination, along with new and more effective solutions to deliver services will be keys to our success.

Facilities Management is well positioned for the upcoming year, and I am confident in our team's ability to tackle whatever the future holds. I consider it a privilege to serve on your FM team, and am continually impressed by your professionalism and dedication. I'll close with one of my favorite quotes:

***'What lies behind us and what lies before us are tiny matters compared to what lies within us'*** -- Ralph Waldo Emerson

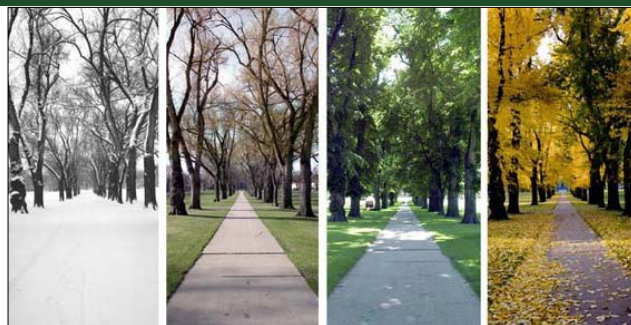
Sincerely,



The [Heritage Arboretum](#) is an underutilized space on main campus - perfect for stretching your legs and clearing your mind or taking a few minutes away from your high-energy work-day. Have you visited? It exists as a mini refuge just a few steps west of Canvas Stadium. A million dollars of improvements went into upgrades of this space in conjunction with the construction of the stadium. The Heritage Garden, in fact, has the largest collections of woody plants in the region with over 1,100 different taxa represented. New plants are continually being added to and evaluated in the collection. During winter it can be harder to find time to get out in nature and this is an easy choice for a quick refresh. You may even spot a deer or two while walking along the winding path. Each season has its own charm and something new to see.



Thanks!



Thank you to the FM Newsletter Committee and all of the *Facilities Focus* contributors for helping create this quarterly newsletter!