

# Facilities Focus Winter 2022

The quarterly newsletter of CSU Facilities Management

## Employee Spotlight: Cameo Banks

Cameo Banks was the second of four candidates serving an interim position for the Assistant Trades Manager Position at CSU. Each candidate has the position for a six-month period and Cameo recently finished his. Cameo's current position at CSU is Facilities Management's Mechanical Services Supervisor. In this role, Cameo oversees the university's HVAC systems including the heating and cooling of buildings on campus. His roles include approving timecards, responding to project requests and concerns, and meeting with his team. He has occupied this position for three and half years. When he was asked about his interest in the Assistant Trades manager position, he jumped at the chance. He stated that having the opportunity to experience an entirely new side of CSU was what he enjoyed most about the interim position. Serving in the interim position brought opportunities to work with new people, projects, and to solve new problems. One challenge Cameo faced halfway through his interim position was the retirement of the Trades Supervisor. Cameo found himself showing the ropes to the new supervisor. He enjoyed the six-month interim position and the new team members he worked with.



Cameo joined CSU over five years ago and has always felt a strong "team" mentality no matter which job he is doing. As the current Mechanical Services Supervisor, he takes pride in knowing his team well on both a work and personal basis. He said his crews are made of "great hard workers" and enjoys his friendship with them.

Away from CSU and interacting with his work team, Cameo often finds himself at team events with his family. On many weekends Cameo will be attending one of his five children's sports practices. Between watching basketball and cheer practice Cameo is always involved in a team atmosphere. He spends some of his remaining free time with his extended family. Originally from Denver, many of Cameo's family members reside there and they often have family gatherings for BBQ's, and competitive volleyball matches. He moved to Fort Collins in 2015 and graduated from Front Range Community College before starting work at CSU. Originally working as a subcontractor for CSU, he like many, fell in love with the CSU community and found employment at the university. He has over fourteen years of experience in the HVAC field and said his very first project at CSU was the fermentation lab. Cameo's wife Victoria also works for CSU's Women and Gender Advocacy Center. Whether managing a work team, watching his kid's sports teams, or playing on the family volleyball team, Cameo has always been a team player and leader.

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



**5 Years**

**Mike Shortall - Planning**

**Jaime Soto - Plumbing**

**Benny Lucio - RCS**

**Gilbert Morgan - Custodial**

**15 Years**

**Jessica Julch - Custodial**

**Tony Flores - Capital Construction**

**Jorge Figueroa - Dist. Energy**

**Troy White - Lock Shop**

**Andres Hernandez - Custodial**

**10 Years**

**Brad Hestdalen - Custodial**

**Rochelle Mellott - Engineering**

**Bradley Roberts - Utilities**

**25 Years**

**John Offerman - Custodial**

**James Shorkey - Motor Shop**



This quarter the Engagement and Recognition Committee and the JEDI team have begun working together to plan coordinated events between the two groups. They are currently collaborating on the annual FM “Winter Social” with details to follow soon. Both teams are looking into sponsoring numerous events in the coming months.

It's time once again for the Engagement and Recognition Committee to randomly draw a name for the fourth quarter as well as the annual SPARK award from eligible recipients who have enacted Facilities Management core values.

This quarter's recipient will receive a total of \$250 (taxable) gift card(s) of the recipients choosing. Congratulations **Emmy Johnson**, Quarterly SPARK award recipient for our fourth quarter drawing.



The Annual Award winner will receive a total of \$500 (taxable) gift card(s) of the recipients choosing. Congratulations **Curtis Colburn**, Annual SPARK award recipient.



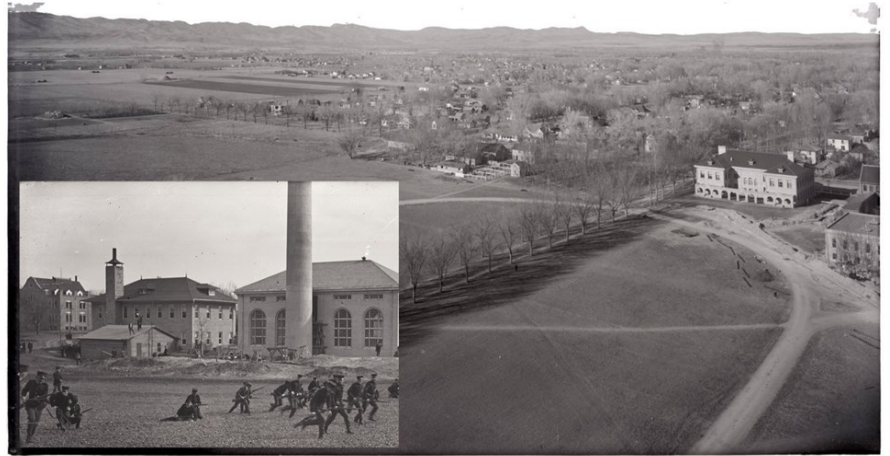
The Committee would like to invite anyone who is interested in learning more about the ERC and joining us in our adventures to our meetings, which are in-person and virtually via Teams on the third Tuesday of each month from 2:30-3:30 pm. Redemptions are still being held on the first and third Wednesday of the month in the Pitkin Conference Room.



## Fun Fact - A Forgotten Campus "Monument"

By: Kyle Presnell, Remodel & Construction Services

Winter has arrived in Colorado and on a cold day, stepping into a warm campus building is comforting and refreshing. Prior to 1915, CSU's campus buildings would have had independent heating via boilers, furnaces, and fireplaces. The idea of central heat was first designed for campus around 1900. The Central Heating Plant (now L.L. Gibbons) was built in 1903 but was immediately turned into the Electrical Engineering building upon completion. A reminder of the original designed use can be seen in the 40' tall stack on the west side of the building.



While this stack was never used for central heating, a "monumental" stack, was built next door. At 185' tall, the stack at the 1915 Central Heating Plant towered over campus. Though not designed to be a campus landmark during its lifespan, it unintentionally achieved this status. It was used as a birds-eye-view to design early layouts of the CSU campus, can be seen in historic WWI cadet training sessions, and in the background of many historic CSU photographs such as Old Main. As "greener" technology advanced over the years, the coal stack was no longer needed and disassembled in 1989. (Photos are from 1915; larger photo is atop the 185' stack looking NW.)

## FM JEDI Team

By: Jessica Kramer

### Why do the employee performances plans now include a JEDI core competency?

In September, a new core competency was added to all Facilities Management employee performance plans. This "JEDI" core competency was incorporated to commit to behaviors and actions that promote, support, and demonstrate justice, equity, diversity and inclusivity.

### ***Why have this core competency when we have the Principles of Community, you might ask?***

The Principles of Community are our shared values. Our day-to-day behaviors and decisions reflect those values. A few years ago, Facilities Management (FM) set a goal of having ongoing discussions about the Principles of Community. While that continues to be a worthwhile effort, we must endeavor to go further. We must hold ourselves and each other accountable to those Principles of Community.

Including this core competency in our employee performance plans provides a level of accountability. FM received feedback that there hadn't been a way to hold people accountable to our Principles of Community. Service is one of the Principles of Community; if an FM staff member provides an exceptional level of service to someone, that should be reflected in their performance review. In our performance plans, FM promotes and rewards staff members who meet goals. By including justice, equity, diversity, and inclusivity as measurable goal, we are working to ensure they are demonstrated in our workplace behaviors and actions.

Our FM motto is, "We get things done". How we treat each other is as important as getting things done.

## RCS Highlight

By: Kyle Presnell, Remodel and Construction Services

When the personnel from the Morgan Library Administrative Group contacted the university for a remodel of their space, they were presented with a unique opportunity. The clients worked with members of RCS and a second-year interior architecture and design class, to create a concept and design that was then constructed. Their current space needed a new reception area, a larger and more welcoming conference room, and updated office spaces.

Students made a site visit, met with clients, and participated in design charrettes. RCS's Kimberly Bartlett was one of several 'Knowledge Experts and Consultants' that assisted the students throughout their design process. Over two weeks the students developed final designs and presented them to the clients. The clients narrowed down the designs and identified qualities, materials, and design aesthetics they wanted to see in the final construction. These choices included incorporating CSU green, a clean/minimalist aesthetic, mix of materials and textures, and biophilia. Kimberly worked alongside RCS's architect Sam Pearsons and project manager Brady Carlstrom to complete the construction documents. RCS Trades performed most of the construction tasks including electrical, AV, carpentry, and painting.

Once completed, the transformed spaces showcased the vision of the students and care RCS put into the project. While RCS completes hundreds of projects every year, a unique opportunity to work with students shows the many ways RCS meshes with the greater CSU community. The project was crucial for students experiencing first-hand a project manifest itself from an idea all the way through a finished product. Students also received real-time feedback from the clients, their classmates, and design professionals. RCS looks forward to additional opportunities to work with students again in the future.



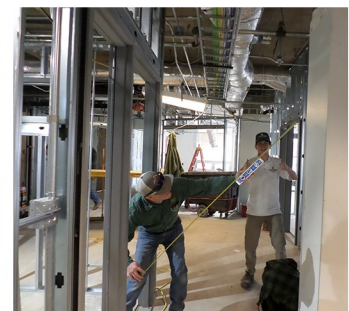
ORIGINAL PHOTOS



RECEPTION (RENDER)



CONFERENCE RM. (RENDER)



NEW RECEPTION



NEW CONFERENCE RM.





When the COVID-19 Pandemic hit, there were seemingly endless questions on what it would take to bring students back to campus. The Space and Mapping team jumped into action to generate seating layouts for classrooms across campus showing options for full capacity, 3-foot and 6-foot spacing. This was an extremely difficult undertaking as each classroom is a different size and each has challenges to provide seating for as many students as possible while maintaining social distancing requirements. Mike Shortall, Terry Adams, and Kristi Buffington led the charge not only to map the changes, but to relocate and remove furniture to meet the state's 6-foot spacing mandate to bring students back to campus. Excess classroom furniture was stored in large storage containers on the old Aylesworth site, and a few other locations across campus.

Prior to the Fall semester 2021, CSU was given the direction to return classrooms to full capacity. This brought on a whole different challenge to organize and re-deliver the thousands of chairs and desks that were removed a year earlier. Again, the Space and Mapping team jumped into action and provided layouts for the classrooms.

Mike Shortall, Terry Adams, and Kristi Buffington received "Everyday Hero Awards" for their service and respectful demeanor in organizing an effort that impacted hundreds of rooms across campus and provided an opportunity for the CSU Students to return to campus for in-person classes.



## FM JEDI Team Updates

By: Jessica Kramer

The FM JEDI Team wants to welcome new member James Gilbert to the team. James works in Remodel and Construction Services. The team is also still looking for new members to help represent all the sections in FM. Please discuss with your supervisor and reach out to us if you are interested!

You can also email the JEDI Team directly with any questions or comments:

[Fac\\_diversity\\_team@colostate.edu](mailto:Fac_diversity_team@colostate.edu).

## FM Employee Climate Survey Celebration - Food Trucks!

### Way to go Facilities Management!

We reached our goal of 87% response rate (well exceeding our department goal of 70%) and were able to celebrate with 3 food trucks at FM North on Friday, December 17th.



## FM Winter Social!

The FM ERC will be hosting the FM Winter Social on  
Friday, January 7, 2022 from  
11:30 - 5:00 PM.

There will be games and light refreshments served.  
Come join your FM peers for an afternoon of fun!

Watch your email for upcoming  
announcements and details.





## FM Leadership Academy

The FM Leadership Academy was started this past Fall with the first 24 students. There were 46 topics that were presented over 9 weeks by FM Leadership and campus experts.

The students celebrated their graduation on December 16, 2021.

The FM Leadership Academy Committee will be accepting nominations in late January. If you are interested in attending, speak with your supervisor and look for future communications.



FM Leadership Academy



FM Leadership Academy  
Heat Plant Tour



FM Leadership Academy Graduation



FM Leadership Academy Graduation  
Inaugural Class Plaque



FM Leadership Academy Graduation  
Inaugural Class Plaque



## Facilities Management Staff



## Sonny Lubick visits FM!

Legendary CSU head football coach Sonny Lubick, the most successful coach in Rams history, visited Facilities Management on December 13 to participate in recognizing FM staff for their incredible response rate performance on the 2021 CSU Employee Climate Survey.

Coach Lubick autographed a genuine CSU Ram football helmet for Custodian Mike Beers, the final prize capping off a month-long effort where the FM team collectively crushed the response rate by scoring an impressive 87% (compared to 39% in 2018). Coach Lubick was all smiles and handshakes with our staff, sharing stories of how much he valued FM's exceptional services while he was head football coach at Colorado State University from 1993 to 2007.

Read this touching story of Coach Lubick's impact on the lives of one of FM custodians <https://source.colostate.edu/incredibly-proud-to-be-a-csu-ram-thanks-to-sonny-lubick/>. Lubick won or shared six Western Athletic Conference or Mountain West Conference titles, guided the program to nine bowl games and was named National Coach of the Year by Sports Illustrated in 1994. Coach Lubick's success has made him one of the most recognizable figures in the CSU and Fort Collins community, so much so that the playing surface at Canvas Stadium was named "Sonny Lubick Field". Currently, Sonny Lubick continues to work in community leadership outreach for CSU's College of Business.

Thank you, Coach Lubick, for supporting the FM team with the generous donation of your time and an autographed football helmet!



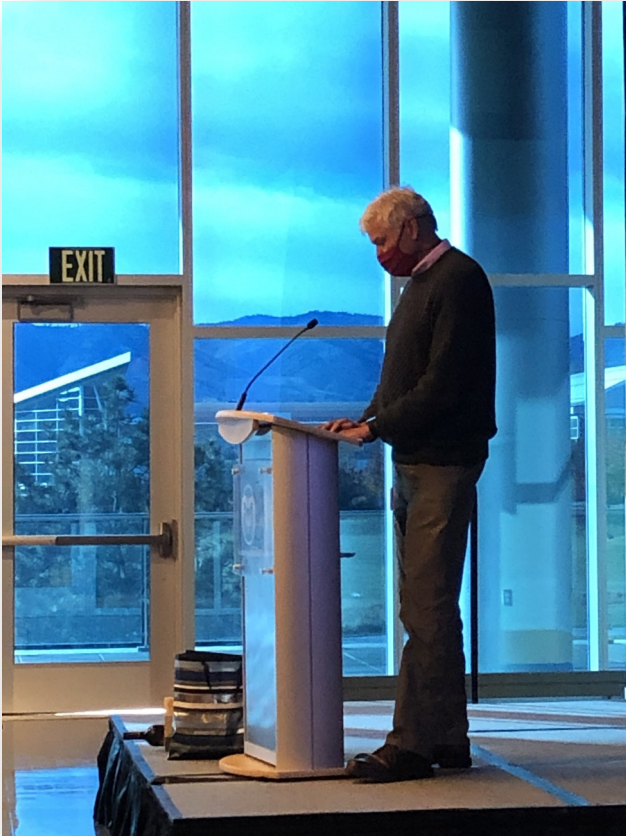
Sonny Lubick and Mike Beers



Sonny Lubick and Mike Beers



## Facilities Management Retirements



Fred Haberecht Retirement Party



Fred Haberecht Retirement Party



Sheela Backen Retirement Party



Sheela Backen Retirement Party



Since 2008, CSU has been experienced a building boom that has included the investment in 1.7 billion dollars in new buildings. While this construction activity resulted in the loss of many mature trees on campus, it also provided the opportunity for the university to increase tree diversity and the goal of being a more sustainable campus.

Trees removed on campus have been replaced in an exceeding 2 for 1 basis. New tree plantings are selected for increasing species diversity; to provide passive cooling for buildings and hardscapes; resistance to known disease and insect problems; adaptability to the harsh local environment; and for the overall aesthetic of campus. These new tree plantings are primarily managed by the University Landscape Architect, Campus Arborist, and the Outdoor Services manager with over 2,000 trees planted in the last decade.



Our Outdoor Services team has needed to provide supplemental watering to many of our newly planted trees during the dry Fall and Winter months in Northern Colorado's recent years. Seasonal moisture conditions dictate when this watering is needed, and mobile tanks are utilized to access trees throughout the campus landscape to provide them with a drink. This has helped to sustain many new plantings over the dormant months to bridge between irrigation seasons.

**Thank you!**

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