



## From the Desk of the AVC

Bill Elvey, Associate Vice Chancellor



Winter is slowly turning into spring and it has been a few months since the last issue of *Inside FP&M*, so there are several updates that I want to share with you.

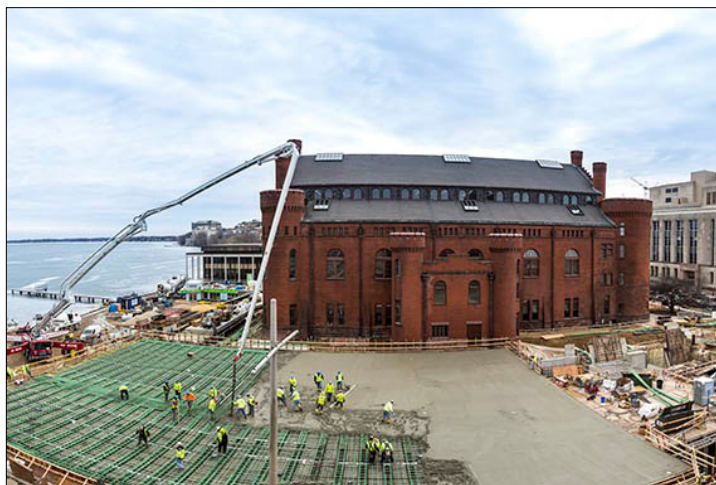
The move to the fourth floor of 30 N. Mills St. for the Office of the Associate Vice Chancellor, Campus Planning & Landscape Architecture, Capital Planning & Development, and the

Space Management Office is now complete. Each of these groups has settled into their workspaces and is finding new ways to collaborate with each other in a more flexible, open office environment. We are also planning Open Houses for later in the semester for both FP&M staff and the rest of the campus community to show off our new space. The FP&M Human Resources and Budget groups have also moved to the third floor of 30 N. Mills St. from the Service Building.

I would also like to thank the entire division for participating in the 2016 Employee Survey, for which we achieved a 70 percent participation rate. We expect the complete survey results by the end of March, after which the FP&M Engagement, Inclusion & Diversity (EID) team will share them with the entire division.

The Performance Management (PM) program is now rolling out to all of FP&M, after a successful pilot in 2015. Supervisors and managers are receiving their training now. All FP&M staff will complete their FY16 year-end performance reviews using the prior form and will go into FY17 using the new process.

Thank you again for continuing to *provide excellence in facilities and services for our university community*.



The Wisconsin Union/Alumni Park construction progresses (photo credit: Andy Manis).

## FP&M 2016 Employee Survey

Margaret Tennesen, Deputy Associate Vice Chancellor

On behalf of the FP&M Engagement, Inclusion & Diversity (EID) team, I am very pleased to report that FP&M achieved a 70 percent participation rate for the 2016 Employee Survey. While this is down somewhat from the 2014 rate (85 percent), the overall participation rate for all divisions was only slightly higher (74 percent). FP&M can feel good about this participation rate.

FP&M expects to receive the preliminary survey results by the end of March. The FP&M EID team will be developing a plan for sharing these results with all FP&M employees later this semester once the complete reports are available.

AVC Bill Elvey and I would like to thank the FP&M EID team, Christy Plautz, and all the supervisors and volunteers (listed below) who helped coordinate the distribution of surveys to 1100 employees across three shifts. We would also like to thank everyone that participated in this year's employee survey as we continually improve how we work together effectively to serve the campus community.

### Volunteers

Dawn Bierman	Office of the Associate Vice Chancellor
Ann Bogan	Transportation Services
Sue Carroll	Physical Plant
Pat Fargen	Office of the Associate Vice Chancellor
Sue Fritts	Office of the Associate Vice Chancellor
Zack Haak	Office of the Associate Vice Chancellor
Liz Hammen	Office of the Associate Vice Chancellor
Mari Lynn Haugh	Space Management Office
David Holly	Transportation Services
Jill Keller	Transportation Services
Margaret Maly	Physical Plant
Shoko Miyagi	Office of the Associate Vice Chancellor
Laura Peterson	Transportation Services
Ron Pond	Physical Plant
Doug Rose	Space Management Office
Dawn Sass	Transportation Services
Rob Shively	Space Management Office
Meredith Smith	Office of the Associate Vice Chancellor
Top Tattivat	Campus Planning & Landscape Architecture

*Special thanks to Ron Pond for the use of his office.*

For more information about the FP&M Engagement, Inclusion & Diversity program, visit [eid.fpm.wisc.edu](http://eid.fpm.wisc.edu).

## Welcome and Congratulations New and Promoted FP&M Employees

James Allert	Steamfitter
Dennis Becker	Facilities Plan Spec
Paul Becker	Fac Repair Worker-Adv
Dale Benoy	Glazier
McKinley Beyer	Auto/Equip Tech-Mastr
Jesse Botello III	Custodian Lead
Douglas Brindley	Motor Veh Oper-Heavy
Joshua Brunner	Fac Repair Worker
Abdella Buta	Custodian
Fnu Cairangcuo	Custodian
Susan Carroll	Office Associate
Fnu Chimey Dorjee	Custodian
Charles Chladil	Sheet Metal Worker
Stephen Cook	Custodian
Timothy Croy	Electronics Tech Ag S
Dhonpa Phuntsokrapten	Custodian Lead
Arturo Diaz Angeles	Custodian
Paul Diehm	Motor Veh Oper-Light
Nyima Dolkan	Custodian
Derek Dombrowski	Sr Is Specialist
Julie Eichenberger	Office Associate
Daniel Fish	Bricklayer & Mason
Jorge Garcia	Custodian
Tim Gehrman	Fac Repair Worker-Adv
Miguel Gilmore	Custodian
Edinson Gonzalez	Custodian
Dakota Gray	Auto/Equip Tech-Senr
Stanley Gudgel	Fac Repair Worker-Adv
Jonathan Haas	Environ Health Spec
Matthew Hanson	Groundskeeper
Samuel Hays	Environ Health Spec
Chad Hellenbrand	Plumber
Scott Henderson	Fac Repair Worker-Adv
Amie Hering	Admin Program Spec
James Housel	Gardener
Todd Hughes	Steamfitter
David Johnson	Office Oper Associate
Pradeep K.C.	Custodian
Kurt Kellesvig	Environ Health Spec
Matthew Labron	Environ Health Spec
Christine Lee	Assoc Inf Proc Conslt
Joseph Licari	Steamfitter
Courtland Maney	Fac Repair Worker-Adv
Maria Menjivar De Ruiz	Custodian
Peter Miller	Steamfitter
Ronnell Mills	Office Associate
Katie Monson	Admin Program Spec
Christopher Moreno	Office Oper Associate
John Mulcahey	Sr Facilities Engr
Ndeye Ndiaye	Custodian
Theodore Nehring	Office Oper Associate
Elizabeth Oseid	Environ Health Spec
Troymando Pace	Custodian
Christopher Paige	Custodian Lead
Julio Palma	Custodian
Andrew Pamperin	Gardener
Laura Peterson	Assoc Admin Prgm Spec
Rick Reindahl	Motor Veh Oper-Heavy

Ismael Ramirez Sandoval	Custodian Lead
Hector Recoba	Custodian
Martin Russell	Bldg/Grds Superintendent
Nicholas Schmidt	Phys Plant Prog Manager I
Brett Seiberlich	Custodian Lead
Jeffrey Selinske	Heat & Frost Insulate
Bruce Skaggs	Facilities Maint Spec
Meredith Smith	Hr Asst Adv
Leo Spahn	Gardener
Kevin Steele	Custodian Lead
Jacob Stottler	Assoc Media Spec
Dennis Stude	Custodian
Bir Subba	Custodian
Ricardo Suplicio	Custodian
Daniel Tachon	Office Associate
Tenzin Thinlay	Custodian
Dale Thomson	Locksmith-Journey
Kevin Thompson	Plumber
Jason Timm	Assistant Director
James Tresley	Bricklayer & Mason
Scotty Trimborn	Steamfitter
Roberto Vergara	Custodian
Steven Wagner	Communications Director
Dathan Wainwright	Custodian
Jeffrey Walter	Sr Facilities Plan Sp
Michael Webber	Purchasing Associate
Ryan Wells	Custodian
Carla Wilson	Custodian
Sor Xiong	Custodian
Sor Yang	Custodian

## Join us in wishing the following FP&M employees the best in their **Retirements**

Reyna Alcantara	Custodian
James Bartholomew	Custodian
Dennis Benson	Instrument Shop Coord
David Bradley	Fac Repair Worker-Adv
Daniel Clayton	Steamfitter
Ujain Dorje	Custodian
Shikha Dorjee	Custodian
Ronald Holl	Sheet Metal Worker
Rick Kapusta	Bricklayer & Mason
James Paske	Plumber
Douglas Rose	Director
Derald Smedegard	Custodian
Jeffrey Vance	Power Plnt Oper

## Kudos!

"I'm happily settled in my freshly cleaned and painted office! I want to extend a big thank you to you and the FP&M staff for coordinating and making it happen. I'm very appreciative of your hard work."

Sarah Jane Buszka, Division of Information  
Technology–User Services

## FP&M Partners in Giving Award

FP&M has won an award from the Partners in Giving Campaign, coming in third for overall percentage increase in contributions in a department with more than 400 employees. In 2015, FP&M employees donated \$19,546, a 10.15 percent increase over the 2014 amount.



Capital Planning & Development Director Dan Okoli (center), who chaired FP&M's 2015 campaign, accepted the award on behalf of the division at a ceremony on March 8, 2016.

For more about Partners in Giving, visit [giving.wi.gov](http://giving.wi.gov).

## New FP&M Leave Without Pay Policy

The FP&M Policy Advisory Review Group recently completed its review of a new Leave Without Pay (LWOP) policy, which provides guidance on approving or imposing LWOP in compliance with Family and Medical Leave (FMLA) and Wisconsin Family and Medical Leave (W FMLA) provisions, extraordinary circumstances, and other situations. Associate Vice Chancellor Bill Elvey signed this policy on March 8, 2016.

To read this and other FP&M policies, visit [facilities.fpm.wisc.edu/Policies.htm](http://facilities.fpm.wisc.edu/Policies.htm).

## Upcoming First-Aid Training

The FP&M Training Office is holding the annual first aid training classes on April 19, 2016 from 8:00–11:30am at 30 N. Mills St. (Room 308).

This class is limited to twelve attendees, so registration is required.

For more information and to register, visit [go.wisc.edu/bm1nu6](http://go.wisc.edu/bm1nu6) or call Pat Fargen at 608-263-3049.

## Dennis Benson Retires

Nancy Helgesen Lyons, Physical Plant–CARS



Dennis Benson, shop coordinator for the Physical Plant Machine Shop, retired in February. When he joined the Physical Plant in 1981, Dennis went from making parts in a factory using a tool and die method to a shop where creativity and quick thinking are the rule, as there are no manuals for much of the work. “You need to know what makes things tick,”

said Dennis. “Up to this day, I have learned as I went. When we make a part here it may be one of a kind. We do that every day.” Dennis became shop coordinator in 1996.

Dennis is glad that one of the items he designed spared people injury as well as saved money. He designed an ice blocker for the Service Building Annex’s roof. He said, “It’s a fence on top of the gutter, like a backstop, so ice will hit it and then fall in the gutter. The Physical Plant used to have to move vehicles from the alley in the parking lot, and knock down dangerously big icicles that could hurt someone.” Before the ice blocker was installed on this roof, Dennis said, “I saved a kid walking in the parking lot, not paying attention, ice fell and nearly hit him. I shouted and he moved.” He’s glad that risk is gone now.

Dennis’s future plans include travel with his family, fishing, and community activities with veterans’ groups. A highly decorated veteran, Dennis said, “I was an army air gunner and a crew chief in a light observation helicopter during the Viet Nam War. I am a life member of Viet Nam Vets and of the Veterans of Foreign Wars organization in Portage.” We wish him the best for his future.

## SMO Leadership Transition

After Doug Rose’s retirement, Deputy Associate Vice Chancellor Margaret Tennesen will serve as Interim Director of the Space Management Office (SMO) until a permanent replacement is found. She will work with Brent Lloyd to manage matters related to space allocation and analysis, real estate, and leasing and with Tom Wise for issues related to classroom planning and management.

A Search and Screen Committee has been formed to identify the next director of the Space Management Office. Committee members include Scott Owczarek (Office of the Registrar); Eden Inoway-Ronnie (Office of the Provost and Space and Remodeling Policies Committee (SRPC) chair); Scott Hildebrand (Office of the Vice Chancellor for Finance and Administration); Petra Schroeder (Office of the Vice Chancellor for Research and Graduate Education); Doug Sabatke (College of Agriculture and Life Sciences); Eric Williams (Division of Diversity, Equity, and Educational Achievement); Pam Barrett (FP&M–Physical Plant); Meredith Smith (FP&M–Human Resources), and FP&M Deputy Margaret Tennesen (chair).

## Doug Rose Retires

Teresa Adams, Capital Planning & Development



After nearly 38 years in the Space Management Office, Doug Rose retires on April 1st, 2016.

Doug started work at UW-Madison on August 1, 1978 as a data analyst, coordinator, and production specialist in the Instructional Space Unit within the Space Management Office. The unit maintained the curricular database, assigned general assignment classrooms, and produced the Timetable each semester.

Doug became Associate Director of the Space Management Office in 1985 and in 1993 he was appointed Director of the Space Management Office. Since that time he has led a staff that provides space analysis/allocation for campus facilities, oversees leasing and real estate functions, and supports the instructional technology in general assignment classrooms. During his time at UW-Madison he has worked with six Chancellors, countless Deans, and staff at every level of the institution. In 2015 he received the Wisconsin Alumni Association Award for Excellence in Leadership. In recognition of his service, Associate Vice Chancellor Bill Elvey has requested that Doug be granted emeritus status.

Doug grew up in a small rural community about 60 miles northwest of Madison and has been a lifelong resident of Wisconsin. He is looking forward to spending more time with his family which includes his wife Pat, three daughters, two sons-in-law, and four grandchildren. He also looks forward to enjoying summer for the first time in 38 years and spending time on the golf course and cycling the backroads of Wisconsin.

All the staff on the fourth floor of 30 N. Mills Street will miss Doug’s extensive knowledge of campus space and campus history, as well as his ability to see the big picture and solve problems. We wish him happiness as he starts his post-UW life.

## New FP&M Communications Director



Steve Wagner has joined FP&M as Communications Director, bringing more than 15 years of strategic communications, technical editing, writing, and web development experience to the division. He is located in the Office of the Associate Vice Chancellor and reports to Deputy AVC Margaret Tennesen.

In his ten years at the UW, Steve has worked for research centers in the College of Agricultural and Life Sciences and the College of Engineering, most recently as the communications manager for a transportation research center in the Department of Civil and Environmental Engineering.

Contact Steve at [steven.wagner@wisc.edu](mailto:steven.wagner@wisc.edu) with story ideas for *Inside FP&M* as well as any other communications-related projects, questions, or ideas.

## EH&S Safety Training Featured

Marisa Trapp (EH&S–Environmental Compliance) and Todd Yanke (EH&S–Office of Chemical Safety) were recently featured by Agri-View ([agriview.com](http://agriview.com)) for their safety training on chemical and fuel handling at UW-Madison Agricultural Research Stations. Trapp (below) provides training for and oversight of each station's Spill Prevention & Control Countermeasure (SPCC) plan for bulk oil storage, as well as consultation on pesticide and chemical storage and spill response. Yanke (above), who is a farmer in addition to a chemical safety specialist, provides consultation, training, and oversight to each agricultural research station on chemical handling, chemical storage, and chemical disposal, as well as general agricultural safety.



Photo courtesy of Lynn Grooms/Agri-View



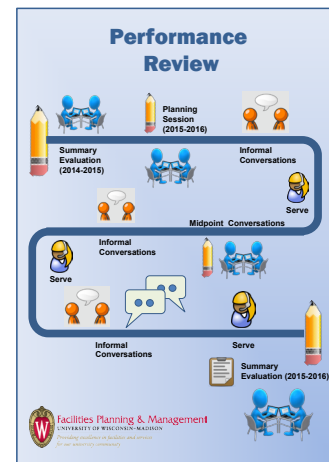
Photo courtesy of Lynn Grooms/Agri-View

To read the complete Agri-View article, visit [go.wisc.edu/g2fa71](http://go.wisc.edu/g2fa71). For more information about FP&M Environment, Health & Safety, visit [ehs.wisc.edu](http://ehs.wisc.edu).

## FP&M Performance Management Program

Rob Shively, FP&M–Space Management Office

After a successful pilot in 2015, the FP&M Performance Management (PM) project is beginning its final rollout, with the aim of implementing the program across the entire division by the end of FY16. This performance review program uses a single set of forms and a uniform process to create consistency across the division, incorporate EID competencies, and improve the review process for both supervisors and employees. The forms and the process now both meet the University's HR Design requirements and integrate the FP&M mission, vision, and core values.



Manager and supervisor training will be complete by the end of April. All FP&M staff will complete their FY16 year-end performance reviews using the prior form and will go into FY17 using the new process. This new process also allows flexibility in scheduling performance reviews so that departments with heavier, seasonal workloads in May and June can complete their reviews as early as April. After the FY16 round of performance reviews is complete, FP&M will continue to refine both the process and the forms for use in subsequent review cycles.

Members of the project work group also presented a poster about creating a new performance management strategy as an example of *EID in Motion* at the 2016 Showcase held by the UW Office of Quality Improvement on March 16, 2016.

PM co-chair Rob Shively would like to thank the entire Performance Management project work group for their hard work in bringing this program to fruition.

For more information about the Performance Management program, contact Shoko Miyagi at [shoko.miyagi@wisc.edu](mailto:shoko.miyagi@wisc.edu) or 608-262-8419.

## Support Bucky!



**Wear your Badger gear on Fridays.**

### FP&M Home Page

[facilities.fpm.wisc.edu](http://facilities.fpm.wisc.edu)

### FP&M Employment

[facilities.fpm.wisc.edu/jobs.htm](http://facilities.fpm.wisc.edu/jobs.htm)

### UW-Madison Employment

[ohr.wisc.edu/Employment](http://ohr.wisc.edu/Employment)

### Employee Support Service:

[wisc.edu/facstaff/employee-support-services](http://wisc.edu/facstaff/employee-support-services)

### Employee Assistance Office

[eao.wisc.edu](http://eao.wisc.edu)

## Employee Resources

Please contact

### Cultural Linguistic Services

for assistance understanding this information.

Spanish/Español

608-265-4691

608-265-0838

Tibetan

བོད་སྐད་

608-890-2545

Hmong

rau lus Hmoob

608-263-2217

Chinese

汉语

608-890-2628