



Inside FP&M

Providing excellence in facilities and services for our university community

A newsletter for employees of UW-Madison Facilities Planning & Management Division | December 2014

Straight Talk with Bill Elvey - Associate Vice Chancellor

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**Happy
Holidays**



Greetings!

'Tis the season to be thankful and joyful for what we have! I am very proud of the accomplishments of FP&M this past year! For example, as a team the following major capital projects have been completed: Wisconsin Institute for Medical Research Phase 2 (WIMR); Memorial Union Reinvestment Phase 1; Signe Skott Cooper Hall (School of Nursing); and, the Charter Street Heating Plant upgrade. Congratulations to all employees involved in helping deliver these projects to the campus. We also had an exceptional response to the Engagement, Inclusion & Diversity (EID) Survey with the EID Teams helping move the goals and missions of FP&M forward. In addition, we are eagerly anticipating the potential benefits of HR Design implementation in July 2015.

The FP&M 2014 EID Plan update was completed earlier this month and is posted on our [website](#). I encourage everyone read it and be involved in its implementation. Our Vice Chancellor of Finance and Administration, Darrell Bazzell, has indicated that the EID survey will be given on regular intervals so this will allow us to continually "take the pulse" of the organization to see how we are

progressing in our goal to make FP&M a place where ALL_employees are welcomed.

FP&M is a large, complex organization, so I am very proud of the work you do to enhance and keep the campus operating efficiently. UW System President Ray Cross has commented on the services that we provide to the campus, and I encourage you to remember and practice daily our mission: "Providing excellence in facilities and services for our university community." Our vision is: "An inclusive and diverse team, working together to provide exceptional service for our university community." Thus, through good teamwork we can accomplish great things.

I hope that everyone will get a chance to relax and reflect on all of the many positive and wonderful things that are going on in (y)our lives, and not be troubled or concerned about the more worrisome events of our day, even if for a short while. Finally, thank you for all you do for the University of Wisconsin-Madison, FP&M, and your respective functional areas.

If you should have something to share that you feel can help improve FP&M, I'd like to hear from you soon.

Bill Elvey

Suggestion Boxes For Employees Expanded

Submitted by the FP&M EID Team

Additional employee suggestion boxes have been installed to better reach all FP&M employees across campus. Initiated by various FP&M EID teams, these updated box locations include a multilingual description for use of the boxes. The boxes will be monitored weekly by members of the FP&M EID team, with submissions routed to appropriate departments for action.

Box Locations:

30 East Campus Mall (EHS) - Lunch Room
30 N. Mills - 1st Floor- near mailboxes
45 North Charter - Ground floor- near lockers
Service Building- 2nd floor common entrance
WARF- 1st floor- near mailboxes

Comings & Goings

Please welcome the following **New Employees** to FP&M

Aaron Agnew	Carpenter
Derek Anderson	Env Health Specialist Sr
Derick Babler	IS Bus Auto Sr
Hugh Bohne	Custodian
James Brumberg	Laborer
Javon Brown	Custodian
Donald Butteris	Custodian
Naranjo Carson	Custodian
Tsering Choekyi	Custodian
Timothy Croy	Electronics Tech
Danielle Erickson	Financial Spec 4
Matthew Finch	Office Oper Associate
Russell Fried	Custodian
Chad Froh	Custodian
Jose Vasquez	Custodian
Gavidia Hernandez	Gardener
Brent Hutson	Custodian
David Johnson	Office Oper Associate
Richard Jones	Office Associate
Jeffrey Hammer	IS Bus Auto Spec
Karen Hauri	Oper Program Associate
David Holly	Bldgs/Grounds Supervisor
Derek Klitzke	IS Bus Auto Sr
Andrew Kloste	Power Plant Superintendent
Maryam Kobo	Custodian
Brenda Krause	Office Oper Associate
Pao Lee	Custodian
John Lohrentz	Custodial Srv Supervisor
Jeffrey Loshek	Custodian
Lawrence Martin	IS Bus Auto Spec
Mason Miles	Carpenter
Randy Moen	Motor vehicle Operator-Light
Nicholas Motl	IS Bus Auto Sr
Elizabeth Moon	Risk Mgt spec Sr
Joshua Piech	Motor vehicle Operator-Light
Obdulia Reyes	Custodian
Mikael Rinaldi	Purchasing Associate
Jesse Roth	Custodian
David Robaidek	Carpenter
Martin Russell	Bldgs/Grounds Supervisor

Key Supervisors Retire

By Nancy Helgesen Lyons

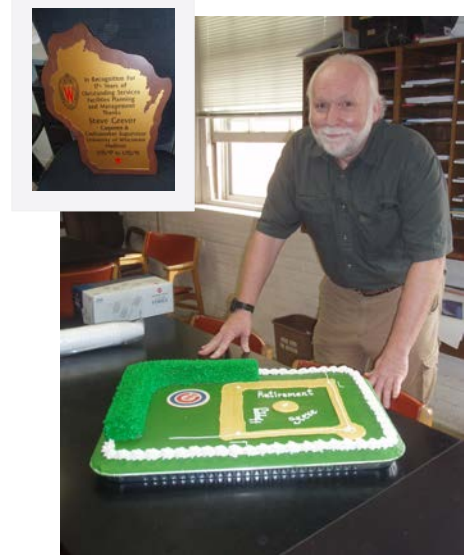
Steve Grever retired from the Physical Plant in October 2014 after 17 years of service.

Steve began with the Physical Plant in 1997 as a cabinet maker, and worked at that for approximately six years. After that Steve became a shop estimator and then a craftworker supervisor. Steve managed the shop for eight years.

“He was the best boss I ever had,” said Sean Leary, Craftworker Supervisor. “Steve was the most humanitarian boss. If anyone was going through a hard time, he would take the time out to see what he could do. He’d encourage people to build them up or refer them to the Employee Assistance Office for help. He’d work with people.”

After retirement, Steve plans to continue teaching woodworking at Madison College part time and to work on his house in his spare time.

Physical Plant Executive Director Rob Lamppa said, “Steve will definitely be missed in the Physical Plant. His positive attitude and enthusiasm helped make the Carpenter Shop one of the best places to work in the trades area.”



Dave Grueneberg, supervisor of Physical Plant Campus Services retired in September after 37 years of stellar customer service to UW Madison. Dave began working with FP&M in 1977 when he joined the Physical Plant as a custodian. After several years of working with Material Distribution Service and Housing, Dave returned to the Physical Plant in 2002 as a supervisor in Waste and Recycling. In 2009 he became head supervisor of Campus Services.

Kris Ackerbauer, Director of Physical Plant Services, said, “Dave looked forward every day to try to please the customers and he always tried his best. He got great reviews for his work at setting up for high profile commencement events. Dave was totally dedicated to the customers.”

Dave won’t be hanging up his work hat just yet. In retirement, Dave is continuing his excellent customer service at his bar in Brooklyn, “Dave’s White Rock Tavern”, running a snowplowing business, and hosting the Mid-American Stock Car Series, held at racetracks in several states.



Updates from Physical Plant

By Executive Director-Rob Lamppa

Currently, the Search and Screen Committee for the Director of Non-Capital Projects and Remodeling has completed video interviews of 13 prospective candidates (out of an original 53 respondents). Subsequently, they have identified four candidates to bring to the UW Madison campus for half day interviews. These on-site visits were conducted during the first two weeks of December, with the goal of selecting a final candidate by the beginning of Winter Break.

We are very fortunate to have a diverse pool of final candidates, and I would like to thank the members of the Search and Screen Committee for their fine work during this process. Rebecca Moritz of EH&S has been the Committee Chair. Others on the committee include Teresa Adams from CPD, Tom Bittner from UW System Administration, Sean Leary from the Carpenter Shop, Doug Sabatke from the College of Agricultural & Life Sciences, Tamera Stanley from FP&M HR, and Jesse Winter from Education.

The UW-Madison campus was ranked third among the top landscaped colleges in the Midwest by LawnStarter, Inc. This is a true testament to the on-going excellent services provided by the FP&M Grounds department. The full article can be found [here](#).



2014 Employee Survey Update

Submitted by the FP&M EID Team

Since the survey ended in August, the FP&M EID (Engagement Inclusion & Diversity) team has been busy providing input into survey result distribution and updates for the 2014 EID plan. Survey results are in the process of being shared with all departments and teams. Please be patient as it may take a several months to get through the whole division. The overall survey results for FP&M can be found on the [EID website](#) (eid.fpm.wisc.edu).

The updated FP&M EID Plan is a collaborative effort by all members of the FP&M EID team, and focuses on 7 key priorities: Diversity Recruitment & Retention, Employee Onboarding, Performance Reviews, Manager & Supervisor Trainings,

Develop Internal Talent, Recognition, and Communication.

The updated plan will serve as a roadmap to build on these key initiatives over the coming year. The plan also highlights the great progress made since the last plan was submitted in August 2013. A full copy of the 2014 FP&M EID plan is located on the EID [website](#). The accomplishments and 7 key priorities are also available as separate documents and will be available as translated version soon.

The FP&M EID team is in the process of developing guidelines for all departments on how to best proceed with writing the 2014 EID department plan updates.

Training & Professional Development

Training opportunities are provided specifically for FP&M staff. Visit the FP&M Training page for full details. training.fpm.wisc.edu

Featured classes for January:

[Asbestos Supervisor Refresher](#)

[CPR/AED Training](#)

To learn more, contact:
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Human Resources Director Update

By Margaret Tennesen - Deputy Associate Vice Chancellor

As many of you already know, FP&M Human Resources Director Barb Bronte retired last month. Her last day at work was Friday, November 21st. At Barb's request, an FP&M retirement party was not held.

The recruitment for Barb's replacement was led by a cross-functional team to identify finalists for the position. Members of the search committee included: Kris Ackerbauer, Mike Diebold, Chris Bruns, Ellen Agnew, Dave Propson, Victor Goretsky, Rebecca Moritz, Anne Bogan, Casey Newman, Kim Henderson, Shoko Miyagi, and Margaret Tennesen.

This group conducted two rounds of interviews before recommending three finalists (one candidate subsequently withdrew their application) who are currently being interviewed by representatives from across FP&M as well as members of the FP&M EID team. Assuming all goes as planned, the position should be filled by the end of this month and an e-mail announcement will be sent to all staff once a hire is made.

In the meantime, Christy Plautz is serving as Interim Human Resources Director and is leading the day-to-day operations of the department until Barb's successor is in place. If you have questions or issues that you would have previously addressed to Barb, please direct those to Christy.

Public Art on UW Campus

Daniel Einstein the historic cultural resources manager for [Campus Planning and Landscape Architecture](#) partnered with an art history graduate student on a project to create a website, which highlights UW-Madison public art that exists outside of a traditional gallery setting.

The site which contains information on 20 pieces of art across campus, can be found at publicart.wisc.edu

**Comings & Goings
Continued**

Dawn Sass	Financial Spec 3
Stephen Specht	Custodian
Peggy Stormoen	Power Plant Operator-Sr.
Thomas Taylor	Power Plant Operator-Sr.
Eric-Anthony Smith	Custodian
Shane Trotter	Custodian
Thomas Vilmin	Motor Vehicle Operator-Heavy
Edward Walter	IS Bus Auto Spec
Adam Farrell - Wortman	Gardener
Daniel Wells	Custodian
Matthew Winchell	Central Fleet Supervisor

Please join us in wishing the following FP&M employees the best in their **Retirements**

Barb Bronte	Human Resources Director
J Corcoran	Steamfitter
Sherry Lloyd	Accountant Sr.

In Memoriam



Sincere condolences to the family of Miguel Julian who passed away December 12, 2014 from injuries sustained in a car accident.

Miguel was a member of Custodial Crew 202, supervised by Bill Rowe. He had been employed at FP&M since 2006.

**Newsletter Contributors
Wanted**

Help share news and events from around the division of FP&M

Contact Liz Hammen
fpmcomments@fpm.wisc.edu
to contribute to the newsletter

2015 Campus Master Plan Update

Campus Planning & Landscape Architecture

Planning has begun for the 2015 Campus Master Plan update. Every 10 years, Facilities Planning & Management works with a team of planning consultants and the university community to update the university's Campus Master Plan. The Master Plan Update will serve as a tool to help establish a continuing framework to guide the orderly growth and development of the physical campus while protecting and enhancing important open spaces as well as historic and cultural landscapes.

The last Campus Master Plan was completed in November 2005 and laid out ways to make the campus more livable, workable and sustainable by examining existing and proposed buildings,

outdoor spaces, transportation and utilities. This time around, there will be less focus on building projects and more on landscape architecture and making outdoor spaces more usable. The result will be the first ever Landscape Master Plan for the campus and a comprehensive Stormwater Master Plan.

The 2015 Campus Master Plan update process will also confirm and update planning principles, goals and recommendations from the 2005 plan, update the long-range Transportation Plan and an update to the 2005 utilities master plan. The overall planning process will be highly interactive and participatory. Please watch for future public meeting announcements and how you can provide input in the long range, 20-year Campus Master Plan.

Transportation Services Unit Expo

By Michelle Bacon

FP&M staff were invited to attend the Transportation Services Unit Expo – Round Two on October 30, 2014. Six of the units presented posters to share information on projects, programs and staff. Round One and Round Two were planned by the Transportation Services EID Committee as part of their 2013-14 overall Employee Engagement, Inclusion and Diversity plan.

The units that presented during Round Two included Finance, Gates/System Administration, Maintenance/Meters, Marketing, Permit and Special Events. As an added bonus, SAFEwalk students shared the poster they presented at the 2014 campus wide Showcase. The event also included opening remarks from Bill Elvey, Associate Vice Chancellor, FP&M and Patrick Sims, Interim Vice Provost of Diversity and Climate.



Additional event photos will be posted to the FP&M website in the Staff Resources area soon.