FP&M Has Best Fundraising Year Ever

By Julie Neppl

FP&M had its best fundraising year ever in 2008. With everyone’s help we were able to raise almost $14,000 in charitable causes and donations throughout the year. This was a 185% increase over fundraising totals in 2007. The graph below shows FP&M’s charitable donations and fundraising totals over the last 10 years.

Fundraising events held during the year included five immediate family fundraisers and nine charitable events for the Red Cross, the United Way, and Toys for Tots among others.

If you would like to request permission to hold a fundraiser for an FP&M employee or immediate family member, or have ideas on other fundraiser events that FP&M could provide support, please contact Gina Holtzbauer or Sally Houser for a fundraiser request form.

Thank you to all FP&M employees for your generous donations and support!

![FP&M Charitable Donations/Fundraisers Chart]
Since 1997, we have officially had 169 visitors who have come to see why we do what we do and how we do things. I met John Hoffman, our webmaster, in the hallway the other day after our last group of visitors was here from Nebraska and asked him how his presentation went. He said “very well,” and mentioned one occasion when he was showing one of our 2,708 websites that he heard our visitor say “I can’t help drooling,” to one of their colleagues. Thanks to all who participated in this visit; you represented FP&M and ISU very well.

Why do organizations visit us? In the past 12 years, we shared our best practices in our continuous process improvement to anyone who wanted to know more about us. We have been on the learning and teaching curve for some time, and our peers and other enterprises have come to know this. These engagements to share our evidence-driven knowledge that is (fact-based, data-driven, and knowledge-based) support one of our core values of innovation in the area of organizational and personal learning. Many have benefitted from our sharing of information and knowledge, and I hope you will continue to keep on sharing what you have in terms of benchmarks for your key performance indicators of your key requirements to meet customer focus. “The more we give, the more we will get for our efforts.”

What are some of our future challenges as we continue to pursue other best practices to keep us on the leading edge? In the foreseeable future, energy conservation will be a major interest to all of us on this planet. We may find that many more institutions are focusing on this topic to lower energy consumption and to reduce utilities costs. There are many innovative ideas we need to seek out that we may copy and adapt to our operations here at ISU.

According to the U.S. Green Building Council Web site, commercial and industrial buildings utilize 72 percent of all the electricity produced in the United States, while producing 39 percent of all the CO₂ emissions into our atmosphere. Saving on our electric usage itself will help to reduce the burden of energy consumption.

On February 5th, President Barack Obama spoke in a press conference held at the U.S. Department of Energy and declared that now is the time for America to become more energy efficient. Well, there isn’t a better place to start then with building energy efficiency right here at home on our own campus. What can we do to pick this low hanging fruit?

1. Evaluate previously submitted recommendations of the original energy task force.
2. Evaluate existing energy conservation plans and develop new strategies to maximize energy savings, while meeting the university’s programmatic needs in providing an acceptable campus environment.
3. Develop marketing materials to promote the responsible use of energy on campus.
4. Identify opportunities and activities to increase energy awareness on campus.
5. Counsel and consider all new buildings at ISU to provide optimum day lighting to ensure facilities are lit properly for total building energy efficiency.
6. Sense of urgency develops around a theme, “Is the green revolution leaving you behind?”
7. To evoke a little creative thinking and willingness, we can retool our ideas for planning, design, and construction methodologies.

Most institutions will likely find several new opportunities in the economic stimulus package. By breaking down and understanding what the stimulus package means for ISU, we can ensure there will be
new work opportunities for us to build, renovate, and remodel. There are multiple building-related initiatives in the stimulus package—from $5 billion for weathering homes to funds for local community projects, and there are other potential energy saving projects to be targeted for these funds.

An energy savings potential is definitely in the forefront, and we need to examine how we conserve energy, especially in this worldwide interest in sustainability of saving our planet earth. As an institution, we must decide where to allocate our resources to gain the maximum benefit. In this tough budget climate, we must begin to focus on investments that will bring the most value to our constituents. Energy savings is in the minds of everyone during this downturn, as well as what is best for our future.

What are we already doing for our part?

- The General Services Building’s electric bill is currently $1,865 lower than one year ago.
- FP&M has set $150,000 aside for energy conservation projects for the General Services Bldg. from FY08 year-end funds.
- The President’s $3 Million zero-interest loan fund is open for business. We have approved one application to date, and may get three more loans approved in the near future.

We can do more!

We can turn everything off as we leave our desks to go home in the evening. This helps FP&M contribute towards the savings. The best form of energy savings is to use less wherever possible! Let’s have your best innovative thinking on what more we can do NOW!

Christopher K. Ahoy
Associate Vice President for Facilities

25-Year Club Inductees
By Julie Neppl

On February 19, 2009, 10 FP&M employees who have completed 25 years of employment at ISU by December 31, 2008, were among the newest inductees into the ISU 25-Year Club. FP&M inductees included:

☆ Gary Akin ☆ David Miller
☆ John Brown ☆ Steven Pecenka
☆ Kris Cook ☆ Steven Pett
☆ Lana Hood ☆ Don Thompson
☆ Steven Knutson ☆ Roy Wilson

In addition, special recognition was given to active employees who completed 35 years of service to ISU by December 31, 2008. Four FP&M employees were among these honorees.

☆ Stanley McAndrews ☆ Nicollete Rutz
☆ Barbara McKinley ☆ Lola Van Wyk

Iowa State University

25 Year Club

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FP&M Receives Fourth IRPE Silver Award

Iowa Quality Center Press Release

January 6, 2009 – The Executive Council of the Iowa Recognition for Performance Excellence (IRPE), Governor Chet Culver, and the Iowa Quality Center are proud to announce the recipients of the 2008 Iowa Recognition for Performance Excellence Awards, Iowa’s premier award recognizing high performance management principles.

Six organizations are receiving recognition this year, five receiving awards at the Leadership level demonstrating practices and achievement that reflect a high level of performance excellence based on the Malcolm Baldrige National Quality Award.

The Facilities Planning and Management (FP&M) organization is the only non for profit applicant in the state of Iowa that has applied for IRPE recognition since 2002.

FP&M is a leader in facilities planning management business in educational facilities and has accomplished much in the past eleven years—66 visitors nationally and internationally have come to see why they do what they do and how they do things at FP&M. The Associate Vice President has personally been to 74 sites, locally, nationally and internationally speaking on “Creating a World Class Operation.” They have received 77 recognitions and awards since 1997, including five state Baldrige-based IRPE awards in a row (2004, 2005, 2006, 2007 and 2008).

Currently, FP&M organization has ten IRPE examiners from various sections of FP&M diverse business units. It is the largest department in the Vice President for Business and Finance operation at Iowa State University with a staff 440 in FP&M. FP&M dedicated staff of diverse technical and professional backgrounds whose mission/purpose is to provide stewardship, accountability, innovation and integrity in operating, maintaining, and developing facilities to serve the University community. In the past eleven years they have expended almost a billion dollars for construction in 63 major buildings greater than a million dollars. ISU is a land grant institution with approximately 26,823 full time students, 13,929 faculty and staff, 199 plus buildings 1984 acres of land and approximately 13 million square feet of space.

FP&M participates in the IRPE process as a means to access the organization (in the non for profit category) on its quest to become world-class. To date, the APPA, Leadership in Educational Facilities has bestowed on Iowa State University the 2003 APPA Excellence Award in Facilities Management only the 22nd given in the 92 years of its existence, which is also based on Baldrige Criteria; IRPE has awarded the IRPE 2004 and 2006 Leadership commitment award, the Bronze Level achievement in 2004, the Silver Level achievement in 2005, 2006, 2007 and 2008. This is the fourth silver level award received by FP&M organization.

New Face In Postal and Parcel

By Carol Eyanson

If you have been down in Postal and Parcel the last couple of months, you may have noticed a new face. Marisa Myhre joined Postal and Parcel as a Mail Center Coordinator in December of 2008. Marisa is quickly learning all the aspects of mail at ISU, and has already passed the Mail Quality Control certification through the U.S. Postal Service, making her an MQC Specialist. The test consists of 11 sections of study with a 100-question test at the end. A 90% is required to pass and be certified. Marisa is a recent graduate of Iowa State University with a degree in Journalism. Stop down to Postal and Parcel, and Marisa will help you with all your postal needs.
Utilities Performs Test Burn of Construction Demolition Waste

By Jeff Witt

The Utility staff is actively looking at alternative fuel sources that could economically be used to displace some of the coal burned in the power plant. Test burns of a pelletized construction demolition waste were completed in March and August of 2008 to determine if this product could be used as a fuel source.

The construction demolition waste fuel (CDF) was provided by Phoenix C&D Recycling in Des Moines. Phoenix is a subsidiary of Artistic Waste, one of the major waste disposal firms that serve the Des Moines area. The construction demolition waste consists of demolition materials from homes and commercial buildings in the area. The demolition waste is sorted and materials that can be recycled or materials not suitable as a fuel are removed. The CDF product is primarily wood, paper, cardboard, and some plastics. The sorted product is shredded and then formed into pellets that can be transported and conveyed into the boilers.

The resulting CDF product has an energy content of approximately 7,000 BTU/lb, as compared to coal at 11,800 BTU/lb, so it takes nearly 1 ¾ lbs of CDF to equal 1 lb of coal. The density of CDF is also significantly less than coal, increasing the volume of CDF required.

The first test burn was done in March to see if we could handle the CDF product, adequately mix it with the coal, and get it into the boilers. Mike McGraw and the material handling staff mixed the product into a blend of approximately 6% CDF. We did incur handling problems due to the density difference of the two fuels. The CDF tended to segregate from the coal in the coal hoppers and bunkers. However, once the fuel was in the boilers, the effects were as expected. This test proved we could likely burn this fuel, but would need to do some modifications to material handling systems.

The second test burn was done in August to demonstrate the affects the CDF product had on air emissions and ash quality. A test plan was developed by Lindsey Wanderscheid and approved by the DNR. Air emissions tests were required for nitrogen oxides, lead, and particulate. A series of different tests on the fuel and ash was required to ensure the ash quality met DNR requirements.

Test results were received and submitted to the DNR in October. The test results showed an increase in nitrogen oxide emissions of 2.5%, and no measurable change in lead or particulate emissions. Ash analysis showed significant increases in lead and other metals.

DNR Air Quality and Land Quality staff was involved in the test plan and evaluation of the test results. Late in January, responses were received from both groups. The DNR is concerned about the variability of this fuel, since there is not good control of the input stream. Because of this concern, they would require continued fuel and ash testing to characterize the fuel. The increase in nitrogen oxide emissions would result in additional permit limitations and monitoring requirements to be able to demonstrate compliance.

The CDF product represented a reasonably priced local alternative fuel. We believe we could successfully burn this product with some modifications. The costs for permitting, monitoring requirements, and the risk to the university due to fuel variability are significant. Therefore, we will no longer consider construction demolition waste as a fuel source.

We are still looking for a good alternative fuel source that makes economic sense and can be burned without undue risk to the university. Utility staff is currently talking with a couple different suppliers, one that makes chicken manure pellets and one that has a source of wood chips. Most of these fuels are low in energy content and have a low density, which increases transportation costs. The fuel source needs to be close to Ames to make the economics work. Stay tuned, we will keep you posted.
**Director of What??**
By Merry Rankin

Even though many of you have met me and read the title that describes me on the outside of my office, I’m sure you might still wonder “what is it that she does and what does that have to do with FP&M?” Your questions are well taken.

As is stated outside my door, I am “officially” Iowa State’s Director of Sustainability. Now, sustainability means a lot of things to a lot of people and it’s changed over the years.

The United States first really heard about sustainability back in 1969 when the National Environmental Policy Act was passed bringing about a policy for sustainability that specifically focused on the environment. In the 70s, the United Nations began looking at the sustainability of the human environment and the phrase “sustainable development”, which combined considerations for environmental health and economic development.

In the 80s, the United Nations formed the World Commission on Environment and Development (aka Brundtland Commission) whose work was to focus on sustainable development at an international level. It was their work and subsequent reports that brought what is currently the most commonly heard definition of sustainability, and also the definition that the State of Iowa, the Board of Regents, and Iowa State University have adopted.

“…meeting the needs of the present without compromising the ability of future generations to meet their own needs.”

Now, I would imagine after reading this official definition you’re likely thinking “heck, we’ve been doing this at ISU for years.” You’re right. Iowa State, which includes all of you reading this, was doing sustainability before it even officially had a name. All in all, sustainability is really a buzzword meaning “what makes sense for the environment and those who inhabit it.” In many cases, for all of you, this has meant “what makes good sense” or more formally “best management practices”.

So the next question likely looming after all this is “if we’ve already been doing sustainability, then why do we need a director?” Again, your question is well taken. My position is not about starting sustainability, it’s about bringing all the efforts, experts, and resources together in order to expand and diversify our success. As was stated in the job posting when I applied for this position and reiterated by the President’s office in an Iowa State Daily article a few months ago, my specific job duties include:

- Carrying forward the president’s Live Green! mission
- Serving as a member of the president’s advisory committee
- Providing students, staff, and faculty with information and resources on sustainability
- Strengthening and enhancing partnerships and collaborative opportunities among campus experts and expertise

All of you are in your respective positions because you have expertise and talent as related to the specific duties noted in your position description. While you have accomplished a lot in terms of supporting and furthering sustainability at ISU, that’s not your primary responsibility. It is something else you’ve found yourself adding to your job.

I know from my discussions with many of you and the many meetings I have already attended, that there’s a lot of interest in sustainability and a lot of pride in what has been accomplished and what is being planned in this area. I also know it’s really challenging to keep up on what’s new and available and who’s doing what, especially when it’s something that you’re adding to your already brimming workload.

That’s where I come in. I’m not an engineer, nor an architect, nor a skilled technician. I’m not an expert in LEED, utilities, design, maintenance, or education. ISU has all this. Instead, I am someone who’s been a part of bringing together teams of experts and expertise to focus on a specific project or area of sustainability that could be enhanced through the incorporation of sustainability practices, products, and technology. I have acted in roles of facilitation, project lead, marketing, accountability, research, cajoling, negotiation, education, and overall cheerleading. All of these roles being done as part of a
team effort and in conjunction with the experts and their expertise.

Which leads to answering another question you’ve likely had, “why is this position housed in FP&M?” Pretty short answer; see the last sentence of the above paragraph. Seriously, in my position, being “on the ground” amongst the experts and expertise of sustainability is vital. FP&M is at the crux of the majority of projects and initiatives that are supporting and furthering sustainability efforts at ISU and throughout our statewide community. Being housed here, in my opinion, is the perfect place. I am able to interact with all of you, learn from you, and have hands-on opportunities that ensure I have the best understanding and awareness of our sustainability opportunities, challenges, and goals.

I’ve been here just over two months now and have come to see my position as basically a one-stop shop for information and assistance on what’s happening, what’s new, and what’s available as related to sustainability at ISU. The focus of the President’s Live Green! Initiative is to make ISU a leader in energy efficiency and sustainability. He recently posed the question to his advisory committee, “If the world looked at Iowa State University as a model for sustainability, what would that take?”

With that, I’m finding myself very preoccupied in gathering the information and perspective to answer this question and putting thoughts, ideas, and strategies together that support a sustainability action plan to achieve model excellence. And you wonder why I sometimes squirrel away in my office. 😊

I’ll keep you informed of my progress and my discoveries along the way that can increase and enhance your success and the success of FP&M. In the meantime, if you have any questions about sustainability, me, or my role, please don’t hesitate to contact me. If I haven’t officially met you yet, please stop by so that I can or stop by again and see if I remember your name. Even though I may seem very preoccupied at times, my door is always open.

Thank you for your ongoing assistance and support! You’ve all been so very kind and accommodating with this “stray” that has come into your family. You’ve made me feel welcome and “at home” and I can’t thank you enough!

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**General Services Cookbooks Have Arrived**
By Julie Neppl

The General Services Cookbooks have arrived! There are a few extra cookbooks for sale in Accounting for $9 on a first come, first serve basis.

The cookbook includes over 500 recipes and is 179 pages long. Sections in the cookbook include appetizers and beverages, soups and salads, vegetables and side dishes, main dishes, breads and rolls, desserts, cookies and candy, and this and that.

Thank you to all committee members who helped make the project possible and to all employees for sharing their recipes. Also, a special thank you to Rhonda Martin for designing the cookbook cover.

FP&M Cookbook Committee: **Cherie Bohning, Kathy Forre, Mary Oelmann, Kris Pruismann, Rhonda Martin, Wanda Martin, and Kelly Walker.**
Construction Underway For New Chemistry Facilities Building
By Julie Neppl and Mark Grief

In July 2008, construction began on the new Chemistry Facilities Building (Hach Hall). The building is 79,560 net square feet and will be completed for occupancy in August 2010. It is located on the site of the old Agricultural Engineering Shed, between Davidson Hall and Pammel Drive (see map below).

The new building provides additional analytical and synthetic research labs, and appropriate space for shared instrumentation will also be incorporated into the new facility to support research. Updated instructional facilities will include working areas for student scholarship, lab and lecture spaces that support an interactive laboratory learning environment, and gathering space for faculty and students to encourage social and informal interactions.

The building will also have several “green” features once completed. It has a LEED (Leadership in Energy and Environmental Design) certification goal of at least silver. Aspects of the LEED certification include various site planning, water, energy, building material, and indoor environmental quality initiatives. For site planning, the building is located on a previously developed site and is close to alternate and public transportation. The building will conserve water by collecting rainwater and reusing it within the facility. Optimal energy performance is being achieved by exceeding already stringent energy codes. Seventy-five percent of all construction materials are being diverted from the landfill by recycling all extra materials. Finally, indoor air quality will be improved by increasing ventilation by 30% and using low emitting paints, sealants, carpeting, and composite wood. The project was also one of the first to use the Labs21 guidelines. The Labs21 approach is a commitment to building sustainable, high performance, and low-energy laboratories.

To date, the building construction has had quite an impact on the campus community. Pammel Drive was blocked for six months and more periodic closures will take effect before the building’s completion. Several sidewalks and parking lots have also been closed for the duration of construction. Many individuals in the Agricultural Engineering Shed and Industrial Education I buildings were relocated to other areas of campus.
Dealing With Difficult People and Situations
By Kris Pruismann

Recently, a pilot group was formed to work with ATW Training and Consulting to develop training on the subject of Dealing with Difficult People and Situations. This initiative was brought about as a result of the FP&M Training Needs Assessment which was conducted in early 2008. FP&M employees overwhelmingly identified Dealing with Difficult People and Situations as a subject they felt they needed additional training and development on.

The pilot group is made up of 16 employees consisting of the FP&M Internal Advisory Team and other volunteers from across FP&M. There are four pilot group sessions, at which time the pilot group receives the training and provides feedback on the training content, style, etc., to ATW in order to fine-tune the training before it’s rolled out to the rest of the organization.

Sign up for this training for all staff will begin this summer. It is voluntary, but we encourage everyone to attend. Some of the things you will learn by attending are: communication essentials; how to respond effectively to negative messages, and learn to create a positive, productive work environment; how to identify issues that cause emotions in you, and how to control those emotions; how to react and respond to conflict; and how your conversations affect your success.

More information will be provided to all employees regarding future dates and times.

Help Keep the General Services Building Beautiful

The General Services team for Keep Iowa State Beautiful is looking for volunteers to help clean-up the building’s outdoor grounds.

The group will meet the second Tuesday of every month from 12-12:30 pm and/or the fourth Tuesday of every month from 4-4:30 pm. If you are interested in helping please contact building facilitator Kelly McCool.

Internal Advisory Team Update
By Gina Holtzbauer

Thanks to Mark Huss, Curt Johnson, Rick Pervier (Facilitator), and Bob Currie (Director Representative) who have just completed their term on the Internal Advisory Team!

Welcome to Shellie Black, Ron Cochran, Jerry Garcia, and Margie Tabor (Director Representative) who joined the Internal Advisory Team in December!

If you have an idea or issue that you would like addressed, please feel free to contact a member of the Internal Advisory Team:

Shellie Black  rblack@iastate.edu  294-7651
Ron Cochran  recochr@iastate.edu  460-8531
Jerry Garcia  jsgarcia@iastate.edu  294-4926
Brian Dangelser, Facilitator  bdangels@iastate.edu  450-0634
Judi Twedt  jatwedt@iastate.edu  294-1014
Rick Liebich  rliebich@iastate.edu  294-1562
Sherri Paul  spaul@iastate.edu  294-5100
Gina Holtzbauer  gtholtz@iastate.edu  294-8079
Margie Tabor  mtabor@iastate.edu  294-5658

The Internal Advisory Team is made up employees from different craft codes/departments; therefore, there is a diverse cross-section of the workforce. This Team was created to identify issues, make recommendations, and provide feedback to the FP&M Directors Group. Members serve an 18-month term, rotating three members every six months. Three terms will open in June, 2009. If you are interested, or know someone else that you would like to "nominate", please contact Gina Holtzbauer or Dave Miller.
We extend our congratulations to FP&M employees and family members who recently graduated from high school or college.

**Elizabeth Baumgarn**  
Daughter of Bruce and Katie Baumgarn  
Graduate of Madrid High School  
Future Plans: Kirkwood Community College – Pre-Dentistry  
Transfer to University of Iowa to become an Orthodontist

**Bob Boyle**  
Son of Don and Linda Boyle  
Graduate of Concordia University, St. Paul, MN – MBA  
Future Plans: Working for CORTEC in Minnesota as an international sales manager to China, India, Europe, and US

**Jenny Boyle**  
Daughter of Don and Linda Boyle  
Graduate of Clarke College in Boston, MA –  
Masters in International Development and Social Change  
Future Plans: Jenny is getting married on July 9th. Her fiancé is working in the Chicago area, but they have no set plans on a final location

**Kayla Kaiser (left)**  
Landscape Design Intern for 2.5 years  
Graduate of Iowa State University – Landscape Architecture  
Future Plans: Moving to greater Chicago area with her fiancé and seeking employment with a firm practicing Landscape Architecture

**Andrea Blaha (right)**  
Landscape Design Intern for 2 years  
Graduate of Iowa State University – Landscape Architecture  
Future Plans: Seeking employment practicing Landscape Architecture

**Brandon Chenevert**  
Son of David and Donna Chenevert  
Graduate of Waldorf College – History with a minor in English  
Future Plans: May continue his education at Waldorf while working there and coaching; will also attend the police academy
Graduation 2009

Erin Chrusciel  
Daughter of Don and Marilyn Chrusciel  
Graduate of the University of Arizona - Physiology  
Future Plans: Accepted to Pharmacy school at Creighton University

Justin Forre  
Son of Trond and Kathy Forre  
Graduate of Ballard Senior High School  
Future Plans: Enlisted in Iowa National Guard

Daniel Ford Hauer  
Son of Mary Oelmann and Ron Hauer  
Graduate of Nevada High School  
Future Plans: Missouri University of Science and Technology – Computer Engineering and Computer Science

Stephanie Koch  
Daughter of Tim and Connie Koch  
Graduate of Ames High School  
Future Plans: San Diego State University – Nursing  
Will also be a member of the SDSU Swim Team

Nathan Mallas  
Son of Sue Mallas  
Graduate of Iowa State University – Bachelor of Liberal Studies
Kody Murphy
Son of Mike and Missy Murphy
Graduate of Boone High School
Future Plans: University of Iowa – Business

Julie Neppl
Student Office Assistant, FP&M Administration for 3.5 years
Graduate of Iowa State University – Finance and Economics
Future Plans: Moving to greater Chicago area

Ryan Risse
Construction Services Student Employee for 4 years
Graduate of Iowa State University – Masters of Architecture
Future Plans: Will spend one year in Australia on working holiday, then to Chicago

Nathan Schmidt
Son of Bernie Schmidt and Diane Schmidt
Graduate of Boone High School
Future Plans: Enlisted in U.S. Marine Corps

Kate Witt
Daughter of Jeff and Lynnette Witt
Graduate of Ames High School
Future Plans: Northwest Missouri State University – Psychology
Employee Spotlight: Bob Tott

Bob Tott, Program Coordinator in Postal and Parcel, has worked at FP&M since November of 2007. Bob’s job duties include supervising all aspects of the university mail system including distribution, collection, and processing. He also assists campus departments with planning and deploying mailing programs.

Bob says his favorite part of his job is working with the various departments to provide cost effective services for the promotion of Iowa State University. His least favorite aspect of his job is getting meter ink on all his clothes.

Bob and his wife, Diane, have two daughters, Janel (20) and Kendra (15). There are two days that Bob considers to be the most exciting of his life, the two days he and wife adopted each of their daughters.

In his spare time, Bob enjoys golfing, bowling, billiards, and collecting baseball cards. Bob says he has over 1 million baseball cards in his basement! Bob also enjoys watching his daughters in various sporting events such as basketball, track and Bob’s favorite, softball.
Job Changes
We extend our congratulations to the following people on their recent promotions/reclassifications:
☆ Mike Spencer was promoted to HV Electrician effective March 4, 2009.

New Employees
☆ Jim Kester, Custodian I with Custodial Team 2, joined FP&M on November 17, 2008. Jim lives in Ames with his wife Deborah. He has one son, Brandon, and a daughter-in-law Jackie. Prior to joining FP&M, Jim worked for Percival Scientific in Perry. In his spare time Jim enjoys fishing.
☆ Marisa Myhre began working in Postal and Parcel as a Mail Center Coordinator on December 1, 2008. Marisa lives in Ames and her family includes her parents, her sister Miranda, and her rabbits Pearl and Dee. Before FP&M, she worked at Hastings, Ben Franklin, and the ISU Printing Department. Marisa enjoys writing, surfing the internet, and reading.
☆ Merry Rankin, Director of Sustainability, started on January 26, 2009. Merry lives in the historic district of Ames with her 13 year-old black lab, Gabe, and 1 year-old domestic short hair cat, Jack. Before joining ISU, Merry worked for the Iowa Department of Natural Resources and the Wildlife Extension Service. Merry enjoys hiking with Gabe, photography, traveling, wine, reading, running, and yoga in her spare time.

Retirements
The following people recently retired. We wish them well with all their future endeavors.
- James Aldrich – December 12, 2008
- Danny Alexander - December 12, 2008
- Terry Negri - January 2, 2009
- Hank Goettsche - January 15, 2009

Memorial Tributes
Pat Grabau – October 27, 2008  
Wife of Forest Grabau, Insulator

Darlene Breer – November 1, 2008  
Sister of Nancy Hunter, Custodial Team 15

Donovan Woods – December 26, 2008  
Father of Gordon Woods, Utility Plant Maintenance

Elsie Thompson – January 30, 2009  
Mother of Carol Swenson, Contract Administration

Norma Wampler – March 8, 2009  
Mother of Mona Wilson, Access Control

Our thoughts and prayers go out to their family and friends.

(Please notify Kelly McCool if you would like a memorial tribute included in the next issue of Facilities News.)