On March 2, 2006, Facilities Planning and Management received the 2005 Silver Level Achievement from the Iowa Recognition for Performance Excellence Program. The Iowa Recognition for Performance Excellence program helps organizations assess and strengthen performance and capabilities. Participation in this process is an opportunity to examine the organization critically, and identify strengths and opportunities to improve.

The Criteria have been used for the past 15 years by thousands of organizations across the US to stay abreast of competition and improve performance. The IRPE process will help your organization, no matter what type or size, implement an integrated approach to organizational performance excellence that results in (1) delivery of ever-improving value to customers, contributing to marketplace success; (2) improvement of overall organizational effectiveness and capabilities; and (3) organizational and personal learning. Award winning applicants must provide evidence of systematic processes and continuous improvements, which are critical for sustained success.

The IRPE was created through a partnership between the Iowa Quality Center and the Iowa Business Council, and continues through the support and sponsorship of organizations throughout the state. The Iowa Quality Center provides resources for continuous improvement, including an extensive resource library, networking opportunities, and training seminars.
From the desk of Chris Ahoy

On July 5-12, 2006, APPA, the Association of Higher Education Facilities Officers, will be hosting its annual education conference in Honolulu, Hawaii with three other leading associations of higher education. “The Campus of the Future: A Meeting of the Minds” is a first-of-its-kind joint conference of three leading associations that serve higher education.

This is also the first time ever of holding a joint conference with the association of the Society of College and University Planners (SCUP) and the National Association of College and Business Officers (NACUBO). Thus, the collaboration among members of these three leading associations hope to enable enhanced educational and networking opportunities which will:

- Provide an opportunity to explore a vision of the trends, challenges, and advancements anticipated for the Campus of the Future;
- Enable access to high-quality, joint educational programming that will address the top issues to higher education;
- Provide an opportunity for cross-collaborative campus teams to attend one conference that meets all their needs;
- Offer a single educational event for individuals who wear many hats on the job, especially at smaller campuses and community colleges; and
- Enhance opportunities to build synergy across the higher education community.

I am particularly thrilled to be at this venue in Hawaii, as I will be installed as the 2006 APPA President. Personally, this is a great honor for me and again another opportunity to put ISU on the map. This will be Iowa State University’s third Chief Facilities Officer (CFO) to be honored to hold this prestigious APPA Presidency in the 90 years of its existence. There are actually five Iowa State University Employees who will have had the distinct honor to hold this post when I fulfill this role in 2006-2007.

I will keep you all abreast of things happening at APPA headquarters from time to time, so stay tuned.

Sincerely,

Christopher K. Ahoy
Associate VP for Facilities
PRATER CONTRIBUTES TO HABITAT FOR HUMANITY

Artists Donate 100 Bowls

By Steve Prater

Late last fall, Habitat for Humanity of Boone approached the Creative Artists Studios of Ames (CASA) to help them with their soup supper fund raiser. Habitat had a need for hand-thrown pottery bowls to sell along with soup to help raise funds for their work in Boone County.

FP&M project manager, Steve Prater, who is a founding member of the collaborative art studio and an avid part-time potter, joined in the fun of helping out. Along with a host of other CASA members, the group cranked out over 100 bowls to share with Habitat. One evening was spent throwing the bowls from wet clay, and then later trimmed of excess clay. A week later, the pots were bisqued, fired dunked in glaze, and then sent to the kilns for their final firing; all-in-all, a several week effort.

The vessels were handed off to Habitat in January, along with bowls donated by other local potters, and I’m sure they were met with great success, as soup just tastes better in hand-made bowls.

CASA is a non-profit organization that seeks to offer studio space to professional and developing artists at reasonable rates, and to share with the community not only the fruit of their artistic endeavors, but also classes and workshops for beginning to advanced students of the arts. Comprised of over 30 members, CASA hosts not only clay enthusiasts, but also painters, jewelry artists, calligraphers, and fiber artists. Prater states that CASA is a wonderful place for him to work in clay, “It has great facilities and people willing to share a lot of first hand knowledge of their craft.” As a volunteer organization, CASA’s hours are a bit sporadic. However, the studios are open every Saturday afternoon, and there are several events that the public is invited to attend throughout the year. The studios are located on the lower level of the Collegiate United Methodist Annex building, 130 South Sheldon Avenue in Ames. For more information, visit [http://www.creativeartists.org](http://www.creativeartists.org) or stop and visit with Steve.
Postal & Parcel

By Terry Dannatt

Jim Ziebold explained the use of a postage meter advertising slug will come into play when the sesquicentennial logo is produced by Carol Custer’s office. A meter advertising slug can be used to place a special message alongside the postage meter stamp. The special message calls attention to any special activity or event ISU is participating in. The last time Postal and Parcel used a meter advertising slug was when ISU football team won the Independence Bowl. Present postage meter technology at Postal and Parcel Services uses a metal die cast reproduction to place the postage amount, meter number and date stamp on each piece of mail that is sent from ISU. Jim said, “our goal is to place the new sesquicentennial logo on each piece of mail and parcel that leaves ISU”.

Effective July 1, 2007, the technology used to make the postage meter impression will change to an ink jet process that will provide a much clearer meter image on all the mail pieces. This new technology will be adopted by Iowa State’s Postal and Parcel department.

Pictured: Upper right corner of envelope using new meter technology.

Less than 12 years after Iowa attained statehood (on December 28, 1846) the legislature enacted the law establishing the "State Agricultural College and Model Farm," and providing for a Board of Trustees to manage the college. Governor Ralph P. Lowe signed the bill on March 22, 1858, the date now recognized as that of the founding of the institution.

During the spring of 1859 the Trustees studied the question of the location for the new college. Limited funds available from the state treasury influenced the Board in its decision to accept donations pledged by citizens of Story and Boone counties, and the site west of Squaw Creek was selected on June 21, 1859. A picnic to celebrate that event was held the following July 4 at a location east of what is today the university cemetery.

The original college and farm grounds consisted of a tract of 648 acres purchased from five different owners. That property included the area bounded on the south by Lincoln Way, on the north by a line from Thirteenth Street to Ontario Street, on the east by Sheldon Avenue north to the north boundary, plus a ten acre tract between the Sheldon extension and Hyland Avenue from a line about at the north side of the cemetery to Ontario Street. (All names used are current street names.)

IOWA STATE UNIVERSITY 150TH CELEBRATION

An FP&M committee to assist the ISU 150th Implementation Committee has been formed with the following members: Cathy Brown, Bob Currie, Terry Dannatt, Gina Holtzbauer, Les Lawson, and Kris Pruismann. Their responsibilities will be to brainstorm, generate ideas, and schedule work that will be implemented during the festivities of the ISU 150th Celebration from VEISHEA 2007 through 2008.

When you see “the guy” talking to all his fellow workers, smiling at each person, and interested in their lives and families, you're looking at **Darren Huntley**. **Darren** is a member of the Building Safety Committee, participates and organizes fund raisers in the BD Shop area, Vice President of Local #870, and participates in local Ogden city matters.

**Darren Huntley**, Facilities Mechanic III, has been an employee of FP&M BD Shop since July 2, 1990. In his job at facilities, **Darren** replaces and repairs bearings and pulleys on air handlers and exhaust fans. His favorite aspect of his job is the variety of the people he works with, and his least favorite is so many buildings.

His face immediately lights up when he discusses his family that shares his hobby of stock car Racing. “I race an IMCA modified, and my daughter races an IMCA hobby stock,” he smiles, “getting my youngest into a racecar on her 13th birthday was really cool.”

**Darren’s** wife, Teresa, and his two daughters, Ashley and Whitney, share his excitement and participation in stock car racing. In fact, racing is a family hobby for **Darren**. My wife, kids, parents, brothers, sisters, cousins, aunts, and uncles are all involved. He states in a 2002 interview with Inside Iowa State, “I’ve only rolled the car twice – just some bumps and bruises. Nah, I wasn’t scared – just mad, because I knew how much it would cost to replace everything once I stopped rolling.”

**Darren Huntley** in race after race has results such as these:

**IMCA, Super Nationals, Boone Speedway**

Modifieds


To be featured in the Employee Spotlight, see **Terry Dannatt** in 128 General Services Building for a form.
SNEDECOR GETS MAKEOVER
By Jorge Encarnacion, A&E Design Services

Built in 1939, Snedecor Hall continues today to be the home of the Department of Statistics and Statistical Laboratory since its construction. The building was named in honor of Professor George Snedecor, first director and contributor of the Statistical Laboratory at Iowa State University. In 1961, Snedecor Hall saw its second transformation with a 14,152 sq.ft. addition to the southern portion of the site expanding the three-story building to a gross square footage of 39,500 sq.ft. of office space, laboratory facilities, and classrooms.

Since then, Snedecor Hall has received minor routine repairs continuing its effective performance throughout the years. Last year, it was brought to the attention of Facilities Planning & Management of the need to replace various sectors of the building, the roof assembly, and the fenestration on the north, east and west facades, as well as some mechanical repairs. As a result, a proposal was put together by the Design Services Team composed by architects and engineers working collectively towards an environmentally conscience outcome, which could then revive Snedecor Hall for years to come by means of newer and more efficient technology.

-SYSTEM 2001 RESISTS HIGH SPEED WINDS
Effectiveness in performance was achieved this past fall, when the Installation of a new vented EPDM membrane roof system and insulation covered the old Snedecor Hall Roof area. The application is called System 2001 which resists high speed winds up to 120 mph. Wind force is the critical phenomenon around this roofing system. The winds’ destructive force is the reason why in the past mechanical fasteners, adhesives, ballast and a variety of other anchoring schemes were specified in building construction.

Today, this newer technology uses the energy of the wind to keep roofing systems in place obeying the laws of physics, without adhesives, fastener holes in the roof deck assembly, and without loading the roof with gravel or stone. Exhaust valves are strategically placed at perimeters and corners where low pressure areas naturally occurs. The force then creates the internal positive pressure under the sealed deck, to subsequently pull the EPDM membrane tight against the substrate.

This air-seal substrate design, wind generated vacuum pressure also pulls air and moisture from under the roof membrane drying out any existence of water deposited within the assembly. Re-roofing of a building is now more cost effective and environmentally friendly. The benefits provided by such technology impact roofing in general. It reduces cost and time tremendously by eliminating tear-off costs and dumping fees. This also means that less new insulation for desired “R” value is needed since the existing insulation is recycled.

-THERMALLY BROKEN WINDOWS FOR BETTER PERFORMANCE
The second phase of the project is coming up this spring with the removal and disposal of existing metal windows, and install new thermally broken aluminum frame window units with insulated glass. Four exterior entry door systems will be replaced also with thermally broken hollow metal frame, sidelights, and transom units with tempered insulated glass.

(continued on page 8)
Greetings from
Veenker Memorial Golf Course

By Chris Seaboch, PGA
Head Golf Professional

Our season is off to a fine start already as we have finished up a busy weekend here at the course. With temperatures in the 60’s both Friday and Saturday, golfers were coming from all over to get rid of some of their “winter blues.” Saturday we had approximately 140+ golfers working the kinks out of their winter swings.

Our staff at Veenker is ready to serve them again with Tess, Chris, and Mark back in the clubhouse, as well as John leading his staff on the course. John does have a few new faces helping him out this year with the addition of two new assistants, Marcus Jones and Charlie Lundquist.

Not too many changes to report at the course, although John has been busy all winter clearing out many dead trees. He has also cleared a few trees around some of the greens to help with air movement and sunlight on the greens. Most notably holes #2 and #13. Standing on these greens, golfers will notice quite a change in the aesthetics of these holes. Unfortunately for many golfers though, the changes do not make them any easier to play. The changes are purely for the health of the turf.

Many of you may have noticed another addition to our driving range as you are passing by on Stange. That new “addition” is ISU’s heated driving range facility for our Men’s and Women’s Golf Teams. The building consists of four bays with garage doors that open up to the driving range. Above the golfer is a radiant heater that blows heat down to the player below. Hitting mats in each stall are in place for the golfers as they hit their shots into the target greens on the range. Although the project is not 100% done, the building is operational right now with the teams using it for the first time on March 9, 2006.

We are currently busy in the clubhouse making sure everything is ready to go for another great year. We are expecting great turnouts for our Men’s and Ladies’ leagues, our Junior Golf Camp, and numerous other events here at Veenker. Additionally, we still have our best shot tournaments scheduled in April, June, August, and October, as well as numerous other outings throughout the year.

For those of you thinking of either taking up the game or improving your game, be sure to contact Chris or Mark for all your instructional needs. We are more than willing to help!

Stop by sometime and say “Hi” to all of us at the Veenk this spring!

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MidAmerica Recycling awarded FP&M the Certificate of Recognition for Recycling Excellence for our outstanding achievements in recycling for 2005:

**2005 Recycling Results:**
273.97 Paper Tons

Because of our efforts, the following statistics are printed on our award:

<table>
<thead>
<tr>
<th>Resources Conserved:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Trees</td>
<td>4,657</td>
</tr>
<tr>
<td>Gallons of Water</td>
<td>1,917,766</td>
</tr>
<tr>
<td>Lbs. of Air Pollution</td>
<td>16,438</td>
</tr>
<tr>
<td>kW Hours of Electricity</td>
<td>1,123,263</td>
</tr>
<tr>
<td>Cu. yd. of Landfill Space</td>
<td>904</td>
</tr>
</tbody>
</table>
When it comes to quantity and quality of daylighting in a space, it is determined by the size and orientation of its window openings, transmittance of glazing, and reflectance of room’s surfaces. Effective visual performance can be achieved when these three aspects are balanced properly. In this particular case, Snedecor Hall’s front facade on Osborn Drive is fully exposed to soft northern lighting. Its north-facing windows let in soft, diffused skylight, making for a quite natural working environment throughout most of the year. Other levels of comfort and effectiveness in the office are related to temperature in the space, which is also related to window glazing.

At Snedecor Hall, low emissivity insulated fenestration will take on the job of gaining the minimum amount of heat during the summer, as well as retaining the maximum solar gain rendered onto both east and west wings of the building, thus better stabilizing the thermostats. Besides reflecting room side heat back into the room, and lowering heating and cooling costs throughout the year, Low-E coating glass also filters out 86% of the sun’s harmful ultraviolet rays, which protects furniture, fabrics, and carpeting, making this choice of glazing a multidimensional solution in today’s race towards efficiency.
On February 14 and March 7, 2006, members of the Division of State Facilities visited the Iowa State University Campus to attend a presentation by Chris Ahoy, Associate Vice President of the Facilities Planning and Management Department, regarding their nine year journey towards becoming a “World Class Operation”. Chris Ahoy and his ISU staff utilize the Six Sigma approach, along with the Baldrige criteria, Balanced Scorecard Plus metrics, Lean Manufacturing techniques, Dashboard measurement, and other quality management initiatives in their quest for organizational excellence. To date, the ISU FP&M Department has received the Baldrige criteria Iowa Recognition for Performance Excellence (IRPE) Bronze Award in March 2005, the IRPE Silver Award in March 2006.

Ahoy’s presentation focused on process and organizational improvement. Ahoy said that when he arrived at ISU the organization wasn’t “broken”. In fact, the ISU FP&M department had a dedicated staff that was doing “things right” as had been their traditional organizational direction. Ahoy asked a basic quality improvement question, “People are doing things right, but is leadership asking the question? Are we doing the right things the right way to maximize the effectiveness of the organization?” In order to answer that question, Ahoy applied the Six Sigma techniques, the Baldrige criteria, Balanced Scorecard Plus metrics, Lean Manufacturing techniques to the FP&M Department.

Ahoy has a team/people oriented vision of process and organizational improvement. Ahoy knew that in order to become “world class” each member of the FP&M staff of 450 needed to understand the organizational direction and their role in becoming “world class”. Each staff member is critical to organizational excellence and must feel empowered to drive the organization, at whatever level they operate, to world class performance.

Ahoy also recognized that in order for FP&M to become a world class operation, he had to change and improve many of the business delivery processes of the organization. Changing time honored and long used business processes amounts to changing the organizational culture and values. Ahoy used the tools of Six Sigma techniques, Baldrige, Balanced Scorecard Plus, Lean Manufacturing to evaluate the business processes and drive the cultural change.

Six Sigma techniques improve business performance by constantly reviewing and refining the business processes using the methodology known as DMAIC (Define opportunities, Measure performance, Analyze opportunity, Improve performance, Control performance). The core value of Six Sigma is process improvement, reduction in variation and consistent quality which leads to improved customer satisfaction.

The Baldrige performance criteria are a framework to improve overall business performance. Seven categories make up the award criteria: Leadership, Strategic Planning, Customer and Market focus, Information and Analysis, Human Resource focus, Process Management, and Business Results. Mr. Ahoy is proud of the fact that 10 certified Baldrige examiners are on the ISU staff.

The Balanced Scorecard Plus is a management system that enables organizations to clarify their vision/strategy and translate them into action. The system provides feedback around both the internal business processes.
FP&M Handbook/Work Rules

By Sally Houser

We recently completed a year-long process of updating/revising the FP&M Employee Handbook. The HR Advisory Group (Rick Branson, Gloria Erickson, Les Lawson, Mark Nelson, Kris Pruismann, Dick Reckseen, Gordon Woods, and Sally Houser) worked to merge the Merit and P&S Handbooks into one handbook. We also worked to ensure that all current policies were included as well as links to original documents. Every FP&M employee has now received a copy of this updated handbook. Each new employee will receive a copy when they sign up for payroll. We hope that this updated handbook will be helpful to you.

The next step is to update the individual departmental work rules. The first work group to go through this process was Campus Services. Custodial Services began updating their work rules on March 30, 2006.

FP&M Staff Photo Directory

Hopefully by now you have all visited the Staff Photo Directory on our internal homepage. It is located under FP&M Links. Here you can find pictures of all the FP&M employees who have given permission for their photo to be displayed. The pictures are sorted by workgroup, or you can view all FP&M employee photos in alphabetical order. Our hope is that this directory will assist us with learning names and faces. If your photo is not currently included and you would like it to be, please contact Kathy Forre or Sally Houser.

Journey to a World Class Operation

(continued from page 9)

and external outcomes in order to continuously improve strategic performance and results. The balanced scorecard approaches the organization from four perspectives, and to develop metrics, collect data and analyze it relative to each of these perspectives: Learning and Growth, Business Process, Customer, and Financial. Ahoy has added two additional measurement categories to the traditional scorecard: IT Management and Knowledge Management.

Ahoy has shared the ISU FP&M insights of their journey to world class excellence with many organizations. Information sharing and benchmarking is a key element for organizational improvement and the cornerstone of the Baldrige criteria. The DSF visit in February marked the 44th such presentation by the ISU staff. Many thanks to Mr. Chris Ahoy and the ISU staff for a lively and interesting presentation.

SHIRT SALES

By Holly Stauffer

When you are looking for that perfect shirt for your Spring/Summer wardrobe, be sure to check out shirt sales right here at Facilities. Holly stated, "We're now using the logo "FP&M" instead of "Facilities".

There are some samples of women's sized shirts that will cost $14 for short sleeve and $16 for long sleeve. I will be getting a sample of a men's polo and hat both with the new FP&M logo. This info will be put on the web once all of the samples are received.
MARCUS JONES COACHES TEAM TO VICTORY

By Marcus Jones

The Iowa State University Turf Bowl Team is number one in the nation, again.

A group of Iowa State turfgrass students rose above 83 other teams from across the nation to win the national competition for the fifth consecutive year in a row. The victory also marks the seventh time in the past eight years that an ISU team has won the Collegiate Turf Bowl Competition sponsored by the Golf Course Superintendent’s Association of America (GCSAA).

Clint Crill of Corning, Travis Dykstra of Sibley, Shane Brockhoff of Hancock, seniors in horticulture, and Jacob Kocak of Jackson, Minn., a junior in horticulture, made up the team that captured the title. The Turf Bowl is a three-and-half-hour exam testing students knowledge on soils, turfgrass species, diseases, weeds, insects, mathematics, human resources, and financial management relating to golf course operations.

“The victory is significant because it carries on the tradition of past students,” said Marcus Jones, the team’s coach. “We have had tremendous success in the Turf Bowl and the younger students are well aware of this and work hard to carry on our tradition.”

“The win also reflects well on the faculty, department, and university,” said Jones, who is in his third year as coach. “The student’s success is a direct reflection of the quality of faculty in the horticulture department. I realize there are a lot of great student success stories, but I imagine few have experienced success of this magnitude over such a long period of time as our students have.”

Jones also noted that the competition is extremely competitive and the students prepare for the test on their own time and do not receive academic credit for participating. But that makes the victory even more rewarding for Jones and the students.

I am thrilled and I think it’s safe to say the students are as well. It’s such a joy working with students who are so enthusiastic, hard-working, and determined to succeed. The students sacrifice a great deal of time preparing for this contest and I am so happy to see them rewarded.

“The team has weekly study sessions after the first of the year, but many students begin studying on their own during the fall semester due to the large amount of information they are responsible for during the competition,” he said.

When asked about their secret for winning five consecutive contests Jones contends there is nothing fancy about their approach. I put the same quote on the front of the student’s study manual every year. The quote reads, “Success comes before work only in the dictionary.” Our success is a result of the student’s hard work and their determination to succeed and carry on the tradition of winning.

The win is important to the student’s as well. “The material covered and the skills required on the turf bowl are similar to the skill set the students will need when entering the job market,” Jones said.
EMPLOYEES IN THE NEWS...

New Employees …

☆ Steven Retzer started work in Campus Services on November 16, 2005, as 3/8 time and went to full time effective December 19, 2005.

☆ Chris Luetkeman began work on January 3, 2006, as Groundskeeper. Chris lives in Ames with his wife, Jennifer, and two sons, Kyle (10) and Kory (8). Kyle and Kory both attend United Community school. Chris came to us from his own commercial landscaping business he ran for 14 years in Cherokee, Iowa. Chris’ hobbies are weight lifting, bow hunting, kids and family time, motorcycle riding, and racing.

☆ Teri Sieve, Facilities Services Coordinator, FP&M Custodial Services, joined our team on February 1, 2006. Teri comes to us from the North Polk Community School District where she worked for six years. She has four children: Amanda, sophomore at Warburg College; Ben, junior in high school; Olivia, 7th grade and Rebecca, 5th grade. Her hobbies include walking, attending her children’s events, music, coaching youth sports, and cooking. Teri wants to tell everyone that she is “glad to be on board”.

☆ Marcus Jones, Golf Course Maintenance, Veenker Memorial Golf Course, began work on March 1, 2006. Marcus was a graduate research assistant at Iowa State University when he joined the FP&M staff. On September 23, 2006, he will be married to his fiancé, Nicol Ausen. Marcus enjoys playing golf and attending ISU football and basketball games. For the fifth year in a row, a group of Iowa State students won the national Collegiate Turf Bowl Competition, and Marcus was their coach.

Promotions…

☆ Bill Clifton in Postal and Parcel was promoted from ¼ time mail clerk to full-time Program Assistant II on February 6, 2006.

☆ On March 1, 2006, Rick Branson in Building Maintenance was promoted from System Control Tech to Supervisor, Plant Services.

☆ Barbara Heldt went from full-time temporary employee to half-time permanent custodian on March 6, 2006.

Deaths…


☆ Conrad F. Berhow, 73, Ames, died Sunday, January 22, 2006, at Israel Family Hospice House in Ames. He worked at Iowa State University FP&M for 11 years, retiring as the construction project manager in September, 1994.

Fundraisers for employees…

☆ FP&M had a pizza fundraiser for Don Boyle on February 23, 2006, to help defray medical expenses incurred from hip replacement surgery.

☆ On March 9, 2006, a pizza fundraiser to help Robert Clark defray costs of medical expenses incurred from brain surgery.

☆ On March 23, 2006, Wanda Martin, Area Mechanic, had a maid-rite fundraiser organized by BD shop to help defray medical expenses incurred from eye surgery and house fire.
On Friday, March 31, 2006, Tess Balsley, Veenker Memorial Golf Course club house manager, received her plaque from the Iowa Golf Association recognizing her as the 2005 Club House Manager of the year.

Tess was honored for the tremendous job she does for Veenker Memorial Golf Course, which includes a vital role in the Iowa Masters golf tournament, Iowa Junior Masters and the Iowa Games. Veenker was also a host for a qualifying event for the Iowa Amateur Championship in 2005. The qualifier was the largest of four held and was a success thanks in large part to Tess and the entire crew at Veenker.

There are approximately 130 Regular Member Clubs of the IGA and people associated with those clubs are eligible to receive the awards.

2005 Club House Manager of the Year

FP&M Diversity/Climate Team

By Kris Pruismann

Recently, a group of FP&M staff were gathered together to form the FP&M Diversity/Climate Team which is an off-shoot of the President’s Advisory Committee on Diversity.

“ISU defines diversity as the quality of its physical, social, cultural and intellectual environment which embraces the rich differences within the multiplicity of human expression and characteristics including age, culture, ethnicity, gender identification and presentation, language and linguistic ability, physical ability and quality, race, religion, sexual orientation, and socioeconomic status.”

The Team’s charge is to evaluate and address initiatives and issues within FP&M related to:

► Race
► Gender
► Ethnicity
► Class
► Culture
► Discipline
► Ideology

The team has met twice and has already begun to develop its first initiative: INCREASE AWARENESS. Watch for more information coming your way.

Team Members: Don Chrusciel, Steve Prater, Katie Baumgarn, Sally Houser, Paul Haggard, Kris Pruismann
Coover Project Scheduled

By Mark Grief

The design is finished! The project is about to bid!

Design Professionals, OPN Architects/Ellenzweig and Associates, were chosen as the firm to bring to the Coover Hall Remodeling and ECpE Addition to life. This addition, externally featuring colored metal panels and large metal sunshades, has a unique raised access floor designed to accommodate the flexibility needed within the electrical and computer engineering environment. The project will also include a 2nd floor bridge/corridor overlooking the courtyard and Active Learning Complex, and a three-story gathering atrium just inside the new west entrance for the building.

The project is scheduled to bid on April 27, 2006. The construction phase will consist of the demolition of the 1958 Cyclone addition with new addition to connect the existing north and south wings, create an interior courtyard and mitigate site conditions currently associated with the site. The new space will be used for classrooms, teaching labs, research labs, and conference rooms.

After months of meetings and planning, Project Manager Mark Grief and Construction Manager Mark Stephenson are looking forward to building. The Electrical and Computer Engineering Department (ECpE) anticipates to move into the new space by Spring Semester ’08.
Letter from the Editor

On March 2, 2006, I was honored to attend the presentation of the Silver Level award to Facilities, Planning and Management from Iowa Recognition for Performance Excellence. It was truly a night of education for me. All the hours of preparation, all the hours of training, all the hours of examining the proposals and then finally...the night is here to accept the AWARD. It means that Iowa State University Facilities, Planning and Management is planting seeds and growing, growing and sprouting into a bigger and better facility where all can participate in the pride of their accomplishments and harvest the benefits of their own hard work. Like the Olympians, let's GO FOR THE GOLD!

Any information that you may want to share with our colleagues, can sent to me at: Terry Dannatt, 128 General Services, Ames, IA 50011, or email me at tdannatt@iastate.edu.

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EMERGENCY LEAVE

Starting January 1, 2006, employees who accrue sick leave may carry up to 40 hours of unused emergency leave over from the previous year. With the full 40-hour carryover from 2005, an employee potentially could use a maximum of 80 hours of emergency leave in 2006. (These figures apply to full-time employees; emergency leave is prorated for part-time employees.)

Emergency leave is intended for employees to use for the care and necessary attention of ill or injured members of their immediate families. Under the current policy, full-time employees have been allowed to use up to 5 days (40 hours) of emergency leave per calendar year, but they could not carry over unused emergency leave.

Emergency leave is charged to the employee’s sick leave balance, but is not granted in excess of the employee’s accrued leave.

For example, a full-time employee who used one day (8 hours) of emergency leave between Jan. 1 and Dec. 31, 2005, and has an accrued sick leave balance of at least 32 hours will be able to carry over 32 hours of emergency leave. Between Jan. 1, 2006, and Dec. 31, 2006, that employee will have 72 hours of emergency leave to use, if necessary. Soon, you will be able to view the number of hours that you have available for emergency on AccessPlus (under the vacation/sick leave section). On Jan, 10, you also will be able to view your vacation/sick leave history from August 2005 forward. Eventually you will be able to view 18 months of history.

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Darren Huntley
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