



# THE FM VOICE

**INSIDE THIS ISSUE:**

<i>Arkansas Association of Facilities Administrators</i>	<b>2</b>
<i>Task Force Updates</i>	<b>3</b>
<i>The Journey to Excellence</i>	<b>4</b>
<i>Training and Development Process Updated</i>	<b>5</b>
<i>Construction Office has New Faces</i>	<b>7</b>
<i>A to Z</i>	<b>8</b>
<i>New Employees</i>	<b>10</b>

**Special points of interest:**

- New Patio Planned for East Employee Entrance
- Fall Festival
- New Applicant Tracking System
- Human Resource Benefits Fair
- FM Employee Birthdays and Years of Service
- Payton Dewayne Lowell

## FM Department Spotlight – Energy Management Services In Building Maintenance

**- David Handwork**

What is an Energy Management System (EMS)? EMS is a computer based software tool utilized to address and control thermal comfort in building spaces. These systems are controlled by micro-processor boards (typically a mini-computer) connected to sensors, relays, control devices, and communication lines. All cooling plants, heating plants, and most air handlers are operated to control settings, which are programmed into the microprocessors. The programs are written in computer logic language similar to the following:

IF OUTSIDE AIR TEMP IS LESS THAN 50 DEGREE THEN

**BOILER#1 ON**

ASU currently has thousands of program lines of code, with more than ten thousand control points throughout the campus. The primary purpose of the building automation systems is to operate the heating and cooling systems as efficiently as possible, while providing desired environmental comfort to building occupants. EMS can also report alarm conditions like fire, too hot, too cold, and equipment failures to University Police Department and Facilities Management personnel for prompt attention.

Until recently, Facilities Man-

agement relied upon contracted firms including Honeywell, Johnson Controls, and Trane to install and maintain campus energy management systems. Currently, Facilities Management primarily utilizes an EMS brand named Computrols. Computrols is a very powerful and user friendly system that allows Facilities Management in-house skilled labor to install HVAC controls on renovated systems and on new construction. This ability dramatically improves FM's serviceability of HVAC system and the improvement of campus energy efficiency.

## Staff Recognition Task Force

**Lanny Tinker**

The Staff Recognition Task Force is to develop processes that will recognize FM employees who have demonstrated outstanding individual or team performance contributions to F&A Division and FM Departmental values, goals and objectives. At our last open forum Al Stoverink, Assistant Vice Chancellor of Facilities, discussed creating a task force to research and develop a staff recognition program. We hope to create a more positive work environment by

recognizing outstanding staff, thus reinforcing the value individuals bring to our organization. The Staff Recognition Task Force will work to create an array of awards and acknowledgements that recognize individual contributions as well as the achievements of teams and entire departments.

The following individuals volunteered to participate on the Staff Recognition Task Force. Dave Atherton and Glen Broadway from Skilled Trades;

Christie Ezell, Diane Andrews and Helen McCoy from Custodial Services; Gene Layne from the Landscape Department; Jerilyn Miller from the Sign Shop; Lisa Brown, Kathy Hicks and Steve Nichols from Business Services.

I also think we have reached another milestone in our development as a learning organization with Steve Nichols stepping up to serve as associate facilitator for the Staff Recognition Team. More updates to follow in the coming months.



Facilities Management

## Illustration of New Patio Planned for East Employee Entry to Facilities Management



### - Bill Hall

A new entry patio has been designed for the east employee entrance into Facilities Management. This new development will serve both as an expanded entry plaza and as an employee break area.

The design is a radial pattern that will funnel pedestrian traffic toward the entry and includes a pie-shaped area that will have a six-seat picnic table with an umbrella of the same design as the tables at the Student Union.

This new break area will provide a convenient place for staff to gather on breaks and could even be used as a setting for small informal staff meetings.

## Arkansas Association of Facilities Administrators

### -Joe Phillips

ASU Facilities Management employees attended the annual spring Arkansas Association of Facilities Administrators meeting held in Conway, AR at the University of Central Arkansas, hosted by Larry Lawrence President of the AAFA Association for 2006/2007. Those attending were Al Stoverink, Joe Phillips, David Handwork, Ray Ferguson, Joe Rolfe, Donnie Dunn, Joe Kilburn, and Steve Brown. All seminars were held in the Brewer Hegeman meeting hall. UCA President Lu Hardin and AAFA President Larry Lawrence brought a warm welcome to all in attendance.

Hourly seminars were held daily that included such topics as Roofing Maintenance and materials by Kevin Mills of Exterior Materials, Recycling by Debbie Plopper, Point of service Hot Water Systems by Bryan Roundtree with Rinnai

Corporation, Elevator Code & Safety Issues by Mark White with Elevator Inspectors, and selected speakers with Thyssen Krupp & Otis Elevator Companies, Environmental Safety Investigations by Robert Robertson, Sustainable Buildings by Chris Ladner of Trane of Arkansas, Vehicle leasing options by Justin Tharp of Enterprise Rental Cars.

We learned a lot, including mandated elevator maintenance sign off sheets in each elevator equipment room. We'll now provide a monthly sign off sheet for all elevator firemen's service to prove proper operation monthly, and standardization of all elevator operation keys on campus. We'll also ensure our elevator specifications call for earthquake rupture valves on all new installations and modernizations. Plans include a roofing sign off sheet located on the roof to track all roofing

repairs made on each campus building. Investigations into possible usage of the new point of service hot water systems to save energy & space will also be implemented. We also received valuable information from UCA on their car rental service, which we can apply here at ASU.

The spring meeting was well received by all in attendance. Plans were made for the fall meeting to be in conjunction with the Central Association of Physical Plant Administrators. The event will be held in late October on the University Of Arkansas campus with Mike Johnson, the Associate Vice President of Facilities for the University. This will allow both Arkansas Association of Facilities Administrators and the Central Association to meet and share information and new technology.

*"Every day may not be good, but there's something good in everyday."*  
  
- Unknown

## Task Force Updates

- Lanny Tinker

### Communications Task Force

Unfortunately, the purchase of a new 2 way radio system ran into a major set back with the delay of licensing by the FCC due to issues with the Federal Aviation Authority. IT Services is working with the FAA to resolve licensing the tower between IT and Facilities. In the interim Facilities rented 2 way radios that are only direct radio to radio communications, and work without the assistance of a repeater. We are hoping to get this issue resolved as soon as possible. Until then we are asking staff to be patient.

### Keys Management Policy

Facilities Management Key Task Force has proposed an updated Key Policy for ASU. The purpose of the policy is to

provide total key control for university faculty, staff and students. The draft policy, which details general provisions, building key coordinators, key requests and their issuance has been forwarded to the University's Executive Council for consideration and review.

### AVC Advisory Board FMOP

The AVC Advisory Board FMOP was updated on 08-13-07. Staff can review the revision at [facilities.astate.edu](http://facilities.astate.edu) in the Policies Section. The AVC Board recommended combining representation of some smaller departments and repositioning some representation. Every other year six members are elected for two year terms.

Service Vehicle access routes and parking with Campus Core FMOP is under review. We are aware there have been issues with spaces around the Student Union and Parking Deck. This will be addressed, as well as any other issues that have evolved since start-up of this program two years ago.

Bill Hall is heading a campus wide effort to review vehicle access routes and service parking on campus. We will add plant wide training sessions to update staff upon the completion of the review. If you have suggestions or concerns relating to vehicle routes or service parking spaces, please email or visit with Lanny Tinker ([ltinker@astate.edu](mailto:ltinker@astate.edu)) or Bill Hall ([whall@astate.edu](mailto:whall@astate.edu)).

## AVC Board Defined

-Dee Dotter

I would like to take this opportunity to explain to my fellow employees at Facilities Management what the AVC Advisory Board is up to. First of all, we are a committee comprised of individuals from every department and every shift. Let's start off with the Who's Who of the AVC Advisory Board: Custodial Department includes Ozzie Brown, 4 am -12 am shift; Dierdra Dotter, 7 am-4 pm/8 am-5 pm shifts; Esther Boyd, 4 pm-12 am shift; Martha Phillips, At Large position. Skilled Trades AVC representatives are Mark Clark, Gerald Adkisson and Randy West; ASC rep is Bobby Colburn. Motor Pool, Grounds & Move representatives are Larry Darr and Anthony Pasaqua. Front Office & Business Services representative is Clay Hurn. Planning, Engineering, and Construction

Offices representative is Mark Wade.

Now, what is it that we do? We are the spokespersons and representatives of our respective departments. Any questions, concerns, ideas or complaints that we hear are taken to Al Stoverink, Associate Vice Chancellor for Facilities Management. We also oversee the FM discretionary fund. This fund is financed by donations through the torchbearers. Its purpose is to sponsor employee functions such as open forums, flowers, softball games and fall festivals.

One of the major topics that we have assisted with is the Employee Satisfaction Survey. Joint efforts between the AVC Board and Lanny Tinker, Director of Quality Improvement Processes, aim to develop a

survey that is user friendly, yet effective in analyzing customer and employee satisfaction. Other topics include the number of employees that can take off at one time, comp. time, employees handling heavy equipment and e-mail training. Agenda items also consist of plans for FM's annual softball game, and finalization for a Fall Festival in November. Please read on for more information on the Fall Festival and the Supervisor Dunking Event. Also included is a brief update on some of the other topics that the AVC Advisory Board has assisted in over the last two years. And remember if you have any ideas, complaints, concerns or questions please contact your department representative so we can add it to our agenda to discuss with Al.



Facilities Management

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Facilities Management

### Human Resource Benefits Fair

The Human Resources Benefits Fair is scheduled for October 24th in the Centennial Hall, third floor, Student Union. For anyone not familiar with the format, this is a great time for all faculty and staff to visit with representatives from the University's benefit providers and to win some great door prizes! Watch for details in campus mail.

## The Journey to Excellence

### - Al Stoverink

We have not talked much about the Journey to Excellence lately. Hopefully that is due in part to our being focused on actually traveling on the journey, i.e. doing the "walk of the talk".

I think we need to remind ourselves from time to time of what the journey is about and how we are progressing along the way. What the Journey is about really revolves around the implementation of processes and communications that lead to fulfillment of our Mission Statement, and living up to the Principles stated in the Finance and Administration Division Operating Strategy. These documents hang in our FM Break Room and other areas around the department. We refer to them often in various ways, but we all too often fall short fulfilling the noble statements reflected there.

Early this year we did an ex-

tensive review of our Mission Statement and crafted a new set of words to better express how we see that Mission. We developed a short list of broadly stated major priorities that also hang in our Break Room and other locations. We also developed a long list of goals for the department for the current year which were distributed to all members of the department. These are all tools or guideposts to help us focus on action steps that will result in accomplishment of the mission at the most highly effective level that we can.

One very significant element of our Journey that is still missing, however, is the measurement of what we do and the use of measurement indicators to drive our priorities, planning, and daily action decisions. We have talked about the need to start extracting data from FAMIS for this purpose and we have generated numerous reports now that facilitate our ability

to do so. Defining what is most meaningful to measure and using the report data that can be generated is something that must happen at the work team level, and all levels of the department if employees are to be truly empowered to move us forward on the Journey.

I would like to encourage all operating units and work teams to begin thinking and discussing what would be most important to your work effort to make better decisions and show what you are accomplishing. This can drive decision making more from "bottom up", provide more meaningful performance evaluations, provide a basis for appropriate recognition, and drive us much more quickly to achieve the Mission Statement and Division Operating Strategy at a highly effective level, which is really the destination of our Journey to Excellence.

## Fall Festival

### - Dee Dotter

So the FM softball game went off with a BANG...why not introduce some more beneficial events for our fellow employees. One that I have introduced was a family oriented Fall Festival. The AVC Advisory Board recommended gathering a committee, which I did following Al Stoverink's approval. The committee consists of Dee Dotter, Mia Sheppard-Taylor, Jon Carvell, Shawn Brewer, Lisa Figueroa and Matt Fleetwood. This is going to be an event full of

food, games, and maybe even some musical events.

The Fall Festival is scheduled to take place at the Rotary Park, Pavilion #5 at Craighead Forest Park on November 17, 2007 beginning at 10 am.

We had originally planned on having a Dunk your Boss for \$1 hosted at this event. Due to overwhelming response from the announcement at the Open Forum in September, and the availability of Supervisory Staff we have decided on holding the Dunk

your boss for \$1 on Oct 31, 2007, to be in conjunction with the November Open Forum and also assist in funding the Fall Festival.





## Training and Development Progress Update

### - Michelle Summers

One of the major priorities of Facilities Management in 2007 is to advance our Training and Development initiative. Earlier this year, Al Stoverink, Assistant Vice Chancellor of Facilities, authorized the Quality Improvement Program (QuIP) to commence development and coordination of a wide range of training and development activities and programs. We wanted to give FM staff an update as to Quip's activities and progress. Recently we welcomed Terri Reithemeyer to our staff. She has a background in Human Resources and previously helped develop and initiate training programs for her former employer.

Terri is the new coordinator for publishing our FM Voice newsletter. If you have articles of interest please drop by and visit with her at the front desk of Facilities Management or e-mail her at [treithe-](mailto:treithe-)

[meyer@astate.edu](mailto:meyer@astate.edu). Our goal is to publish our FM voice newsletter every 2 months.

Due to Facilities Management's work load associated with the opening of the fall semester we reduced training activities from mid August thru September. However, we are now scheduling monthly training events again. We would like to remind staff to visit our FM training calendar at <http://facilities.astate.edu> to view training events.

Helen McCoy, Custodial Training Coordinator, is now working as a collaborative partner with Quip. She and Lanny Tinker are currently working on a training needs assessment module to address the initial assessment of departmental training needs. After they complete this phase the information will be shared with Direct Reports for their input and eventually a department wide survey will be conducted for staff input. They

are responsible for getting the training schedule back on track. Slow Moving Vehicle Training and Fire Safety have been scheduled for October.

There are many other related activities going on in the Quip department. The new Hiring process was incorporated this summer. We also have a new applicant tracking system, People Admin, which went live on October 1, 2007. Some training has been provided, but more is to follow. The attendance FMOP has been updated. A new Physician's Certification Form for employees that have not been with the University for 12 months has been developed. This completed form will serve as a basis to determine an excused absence for employees who have a serious illness or injury that would otherwise be eligible for FMLA if the 12 month employment requirement had been met.



## Torchbearer Reception

Attention FM employees:

**November 7th  
Breakfast Buffet  
@ 7:00 -8:30 am  
Or  
Happy Hour  
@ 4:00 -5:00 pm**

**To join, call Elaine Poynter at extension 2718 or email [epoynter@astate.edu](mailto:epoynter@astate.edu)**

## Recycling ASU

### -Helen McCoy

There is a new push on the ASU campus to do more recycling. Currently our recycling center recovers a variety of products. At this time we are not equipped to recycle everything that can be.

We can accept white paper, green or blue bar paper, shredded paper, newspaper, non slick-non contaminated cardboard and aluminum soda cans.

We also recycle other metals that are generated by our work here on campus.

We could use your help. Please don't put trash—such as soda cups and food—in our recycle bins that are stationed around campus. If you have newspaper, cans or white paper that you wish to recycle but have no one to pick up for you, there are white bins west of the Facilities Management building for your use.

Please put in only the materials indicated on the respective bins. You may also contact Helen McCoy at Facilities Management (x 4753) about the possibility of establishing

a pickup point with appropriate containers in your building if none currently exist.

Please put in only those things that are listed on the bins.

For every pound of product recycled the university saves the cost of disposing a pound in the land fill. That means that not only are we saving your money, we're not filling up the land fill with products that can be reused for other purposes.

Remember —Its your planet too!





*"You need to be aware of what others are doing, applaud their efforts, acknowledge their successes, and encourage them in their pursuits. When we all help one another, everybody wins."*

- Jim Stovall

## Issues and Accomplishments Influenced by the AVC Board from August 2005 Though August 2007

During the first two years of its existence, the AVC Advisory Board has addressed the following items and obtained clarifications, initiated new directions, and/or influenced positive change for the department.

1. Annual employee softball tournament;
2. Employees allowed to have a co-worker to sit in on disciplinary meeting/ counseling session if desired;
3. Project management administrative process and decisions relative to outsourcing vs. in house construction;
4. Clarification of shift differential applicability;
5. Clarification of official work week and comp time scheduling;
6. Clarification of holiday work scheduling policy and related pay issues;
7. Clearing vehicle parking bays of storage to make room for vehicles;
8. Employee Satisfaction Review and Enhancement;
9. Payroll deduction for uniform purchases;
10. Brainstorming sessions development;
11. Development of more objective promotion process with more internal postings and evaluation criteria identified;
12. Clarified 12 month "look back" for progressive disciplinary process;
13. Relocation of large roll-off dumpsters back to FM from the farm;
14. Clarification of ASU Catastrophic Leave Policy and Changes;
15. Clarification of pay issues related labor market rates, State budget, and pay grade plans;
16. Application of summer flex schedules on trial basis;
17. Oversight concerning FM Discretionary Fund;
18. Clarification of Vacation policy concerning how many people could be allowed on vacation at the same time from the same unit;
19. Computer use basic training and scheduled work time for computer access;
20. Clarification of lunch schedule changes and options;
21. Review of communication device recommendations and evolution of decisions;
22. Planning for First Annual Fall Festival in November 2007;
23. Identification of vehicle needs;
24. Identification of continuing procurement challenges;
25. Employee Recognition goal;
26. Identification of Service Parking Needs.

## New Application Tracking System

The University's new applicant tracking system, PeopleAdmin, went live Monday, October 1, 2007. The new system replaces our current system, Applicant Harbor, and provides a paperless electronic process for requesting to fill a position.

Over the past month, we have had many members of the campus community participate in testing and training sessions on the new system. As we move forward, Human Resources will provide lab support and training to the campus community. All training

will occur in the Environmental Health and Safety Training Room and will continue throughout the year. During the month of October, we will reserve lab sessions for departments who are currently initiating a request for personnel. In addition, weekly training sessions will continue through the month of December. Search Committee Training will be conducted as needed.

Initiator and Approver Training along with open Lab Sessions will be available for the campus community. We ask that all

individuals who wish to attend one of these sessions, please sign up at :

<https://apps.astate.edu/calendar2/calendar.php?calget=Training>

Supplemental training needs may also be requested by contacting Michelle Summers @msummers@astate.edu. We appreciate your cooperation as we transition to the new system. Should you have any questions, or need additional information, please do not hesitate to contact Human Resources at 972-3454.

## Construction Office has New Faces

### -Janis Cook

Since publication of the last newsletter the Construction Office has grown from three staff members to seven.

Michelle Morgan, employed at Facilities Management for ten years, transferred to the Construction Office on July 1, 2006. Her current duties include data entry for FAMIS capital projects and service request estimates. She is also responsible for compiling and distributing the construction project update every two weeks. Working previously in central receiving gave Michelle extensive knowledge of ASU departments, faculty, and staff as well as FAMIS and BANNER navigation. Michelle is a real asset in the Construction office and is invaluable to coworkers and customers alike. Her husband, Doug Morgan, also works in the construction field as a project superintendent for Tate General Contractors. She has two grown daughters and recently was blessed with a second grandchild—a sister to 7-year old grandson, Jacob. If you have any questions about estimates or project status, Michelle will be glad to as-

sist. Give her a call at 680-4698.

Kyle Cooper, with Facilities Management for 15 years as a skilled trades worker, transferred to the Construction Office on November 1, 2006 as a Construction Estimator. Since November Kyle has drawn on his many years of varied construction experience to tackle a backlog of estimate requests. He was born in Paragould and moved to Jonesboro in 1971. His father, Ken, was a long time ASU employee and Director of University Police until his retirement. Kyle is married to wife Erin, and has two daughters, Kayla 10, and Katie 6. You may contact Kyle at 680-4718.

Randy Wallace is a 30-year ASU employee who transferred from Skilled Trades on July 1, 2007 to the Construction Office. He brings with him vast experience in HVAC, campus systems, and FM operations. In his current position of Inspector he is responsible for inspecting work progress for contracted and in-house projects generated from Service Requests

for Estimate. Randy and wife, Lisa, have one son, Nick who is currently enrolled at ASU. Randy can be reached at 680-4717.

Andy Hill previously worked in Facilities Management in the HVAC Controls and First Response crews and returned to ASU in August. He is now working in the Construction Office. His primary responsibilities are scope development and scheduling projects. Andy served as a U.S. Army Officer for various units, either in a support function or directly involved in Nuclear, Biological, Chemical Warfare and Reconnaissance Systems. He served about 5 years on active duty and 8 years reserve duty. Andy has also worked as a structural design engineer for John Deere and as a cooling systems design engineer for Caterpillar. In his words he has been blessed with his wonderful wife Linda, two beautiful daughters Courtney (15), and Crystal (10), and an excellent mother-in-law Geri. You may reach Andy at 680-4707.



***"Don't limit yourself.  
Many people limit  
themselves to what  
they think they can do.  
You can go as far as  
your mind lets you.  
What you believe, re-  
member, you can  
achieve".***

**- Mary Kay Ash**

## FM Scholarships

### - Kathy Hicks

Applications for the Facilities Management Scholarships are usually due in February. When applications are being accepted, an announcement will go out to all FM Staff, posted on Facilities bulletin boards and at the Work Order Center. Applications can be picked up at the WOC or from Kathy Hicks. These scholarships are funded from the past fish fry funds that draw interest each year. The Business Office collects the applications from employees, and all applications go to the Financial Aid Office, which forms a committee and selects the recipients. There are two \$1,000 scholarships that are awarded. One scholarship is awarded to an incoming freshman

and one to a currently enrolled ASU student.

The criteria for scholarship eligibility is as follows: Recipient must be child/ grandchild/dependent of an ASU Facilities Management employee, retiree who retired after April 1994, or a current Facilities Management employee (if full-time). Recipient must have 2.5 minimum grade point average and be enrolled full-time during award semesters.

Be looking for this scholarship information after the first of the year.



*"We are what we repeatedly do.*

*Excellence, then is not an act, but a habit."*

-Aristotle

## A to Z

**-Evelyn Weatherford**

**Q.** I am obsessed with removing price labels on products I buy. My question is, how I can get the sticky/gummy residue left behind on glass, the more I rub the worse it gets.

**A.** The remedy that works for me is to spray the "sticky/gummy residue" with a product called WD-40. This works great on glass, countertops, ceramic and those types of surfaces, but I do not recommend you use this method on fabrics or porous surfaces because it is oil based and will stain.

**Q.** When is the proper time to over seed my yard?

**A.** Some people in the South

believe you over seed when the Forsythias bloom, which was right about at the end of March last year. In theory, turf grasses can be seeded at any time of the year even during winter when the soil is frozen. In actual practice, the potential for failure is often high when seeding is performed under conditions that do not favor rapid germination and growth. In short, the optimum time for seeding cool-season turf grass is late summer, while warm-season turf grass should be seeded in late spring to early summer.

**Q.** I have noticed while driving around town that some people have been burning all the grass in their yard, what is that about?

**A.** Some people believe that when their yard has heavy thatch build up that burning the grass while it is dormant, just before it begins to sprout, gets rid of thatch. In theory, that is one way. The other way would be to pull a de-thatcher behind your mower. I have my own theory, I think some people just like to burn stuff and what better excuse than to burn in the name of lawn improvement.

If you have any question from A-Z, simply send an e-mail to [eweather@astate.edu](mailto:eweather@astate.edu)

## Flu Shot

**-Helen McCoy**

The flu shot will be available at the Student Health Center around the 15th of October.

If you have any questions, please contact the Student Health Center at 972-2054.

## "What is Green Cleaning?"

**-Helen McCoy**

You've heard people talk about it. You've heard about 'green' chemicals, or 'green' buildings, but do you know what it is?

Green Cleaning is more than chemicals or processes. We have been moving toward doing all kinds of things in ways that are environmentally friendly. But what most people don't understand is that it's not a destination. It is a journey of simple steps toward ever improving quality air in our buildings.

As more and more buildings are built with windows that won't open to let in fresh air, more and more of what we use stays in the buildings. Aerosols don't go away and neither do perfumes. The more scents we use the more allergies are aggravated.

Green cleaning is a combination of using micro fiber, hepa filtration, and less toxic chemicals.

Micro fiber will do the job of 50-90% of the chemicals, so

that we need use only a little to accomplish the same level of cleanliness. Micro fiber dust mops catch more of the dust instead of stirring it around and making it air born. Hepa filtration on vacuums and air handling equipment filters out much smaller particulates than ever before.

If we are taking the dust, dirt, and germs out of the building without putting a lot of pollutants back in, we will have safer, healthier environments in which to live and work.





## EMPLOYEE BIRTHDAYS

October			November		
Robert Hobbs	Projects	1 <sup>st</sup>	Michelle Morgan	A&E	1 <sup>st</sup>
Frankie Upton	Custodial	2 <sup>nd</sup>	John Isbell, Jr	Custodial	2 <sup>nd</sup>
Lanny Tinker	Administrative	7 <sup>th</sup>	Jeffery McCoy	DMIFC	2 <sup>nd</sup>
Darrell Barton	Service	8 <sup>th</sup>	Dorothy Flynn	Custodial	10 <sup>th</sup>
Gilbert Freedman	Projects	9 <sup>th</sup>	Mike Ring	Skilled Trades	13 <sup>th</sup>
David Harmon	Projects	12 <sup>th</sup>	John Kern	Tool Room	15 <sup>th</sup>
Jon Carvell	Engineering	13 <sup>th</sup>	Michael Moreland	Custodial	17 <sup>th</sup>
Bobby Burton	Grounds	14 <sup>th</sup>	Melvin Fitzhugh	Projects	18 <sup>th</sup>
Milton Poole	Service	15 <sup>th</sup>	Don Neldon	Projects	18 <sup>th</sup>
Betty Dotter	Custodial	16 <sup>th</sup>	Rusty Stroud	Skilled Trades	18 <sup>th</sup>
Joseph Rolfe	Service	16 <sup>th</sup>	Lisa Lyons	Custodial	22 <sup>nd</sup>
Jessie Washington	Grounds	18 <sup>th</sup>	Randy Lakes	Custodial	22 <sup>nd</sup>
Thomas Chaplain	Grounds	24 <sup>th</sup>	Mark Clark	Projects	25 <sup>th</sup>
Diane Andrews	Custodial	25 <sup>th</sup>	Randal Wallace	Construction	25 <sup>h</sup>
Eric Boling	PM	29 <sup>th</sup>			

## YEARS OF SERVICE

October			November		
Greg Olson	Grounds	9 years	Lisa Lyons	Custodial	9 years
David Humphrey	Custodial	1 year	Paul Cox	Engineering	3 years
Erin Brawley	Custodial	1 year	Peggy Campbell	Custodial	8 years
Jane Atherton	Custodial	1 year	Richard Bergener	Projects	10 years
Michael Vanwinkle	Service	1 year	Charles Swartzlander	PM	9 years
Teresa Coles	Custodial	1 year	Dierdra Dotter	Motor Pool	4 years
Nancy Evans	Custodial	2 years	William Gann	ASC-Maint	28 years
Steve Nichols	Business	3 years	Danny Potts	Grounds	1 year
Mackie Smith	Custodial	5 years	Karen Ratliff	Custodial	3 years
Don Neldon	Projects	24 years	Jessie Walker	PM	2 years
Karen O'Connor	Grounds	6 years	Danita Miller	Sign Shop	6 years
Brian Tibbs	Motor Pool	18 years	Dwain Roberts	PM	2 years
Naomi Graves	Custodial	8 years	Marvin Cook	Projects	24 years
Robin Maxwell	Custodial	1 year	Randal Wheaton	Service	2 years
William Kinard	Grounds	3 years			
Billy Clift	Grounds	5 years			
Donna Simpson	Custodial	2 years			
Shawn Brewer	Projects	6 years			
John Isbell	Custodial	1 year			
Layne Floyd	Grounds	2 years			

RETIREES					
Charles Kidd	A&E	8/31/06	Ken Burrows	Skilled Trades	5/31/07
Rosa Richey	Custodial	8/31/06	Thelma Melton	Custodial	6/31/07
Stanley Schmidt	PM	1/16/07	Charlie Watson	Projects	2/28/07

The FM VOICE

*will now be published*

*bi-monthly.*



# New Employees

Since August 24, 2006



Lynette Anderson



Carole Arrington



Jane Atherton



Eric Boling



Aaron Bradsher



Erin Brawley



Teresa Coles



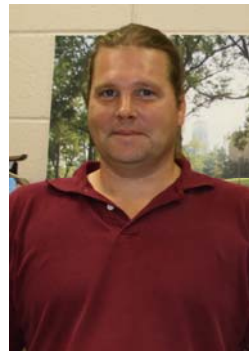
Audie Cox



Sharon Dudley



Robbie Evett



Phillip Gatling



Andrew Hill



David Humphrey



Mary Hurless



John Isbell



Jason Jernigan





Scott Johnson



Jeffery Jones



Robin Maxwell



Randy Merrill



Michael Moore-



Mirinda Neldon



Danny Potts



Terri Reithemeyer



Tammy Rolfe



Sheila Sartin



Anthony Simpson



Wade Smith



Justin Tittle



Jerry Todd



Mike Vanwinkle



Patricia White



# New Employees

Since August 24, 2006



# Payton Dewayne Lovell



Mr. Payton Dewayne Lovell, of Harrisburg, Arkansas departed this life on Sunday, July 29, 2007 at the St. Bernard's Regional Medical Center in Jonesboro, at the age of 33.

Payton worked for the Facilities Management Custodial department at ASU for 12 years. Payton was an employee that never complained and always did his job to the best of his ability. Before Payton came to ASU, his parents Linda Lovell, & Don Lovell stated that doctors had told them when he was young that he would not live a long life, or work, but Payton continued to improve and got a job at ASU.

Payton was well liked. If he got upset about anything on the job, he would express himself and let everyone know about it. The most important thing in his life was family, his job, and fishing.

We will miss him dearly,  
The Facilities Management Custodial Crew



# 2007 Facilities Management Softball

