

F. M. News

K. S. U., Division of Facilities

Newsletter: May 2014



Unleashing your potential

The Curse of Experience Think Like a Rookie

I know I'm getting older when I step on a regional jet and the pilot looks like he just graduated from high school. Truth is, I want a pilot with experience not someone who learned to fly on the Sony Playstation. :)

Yet, while I desire a pilot with experience it occurred to me that experience is not always a good thing.

In fact sometimes experience can be a curse. Such as when your experience in business causes you to focus on the good ole days; when everyone was making money; when everyone was successful; when life was easier; when you didn't have to go after business, it came to you.

I've noticed that in this economy a lot of people are inflicted with the curse of experience. They complain about the way things are, long for the way things were and dream about what could have been....if the economy didn't crash.

The good news is that there is a simple antidote to the curse of experience and it is to *Think Like a Rookie*.

Rookies don't have experience. They don't know about the way things were. They have no

knowledge of the good ole days. Instead rookies create their good ole days right now.

Rookies put their head down, work hard, stay positive, live fearlessly and are naïve enough to be successful.

I recently spoke at a national sales meeting for a Fortune 500 company. The President, while speaking on stage, recognized a rookie sales person for winning a big account. The President said about the rookie, "He didn't know that what he asked for to win the account doesn't usually happen. He didn't know that you just don't ask for it. If he was a veteran he would have just assumed the answer would be no. But he did ask and the answer was yes."

Rookies aren't tainted by rejection, negative assumptions or past experiences. Rookies don't focus on what everyone says is impossible. Instead, with wide eyes they believe anything is possible. They bring an idealism, optimism and passion to their work and because they believe in the future they take the necessary actions to create it.

So, regardless of how much experience you have in your industry and profession I want to encourage you to let your experience be a blessing not a curse. Let your experience provide you with expertise and let your rookie mindset fuel you with optimism and passion.

Mentor the rookies because, for all their effort and energy they do make mistakes. And yet, let them teach you how to see the world through their eyes.

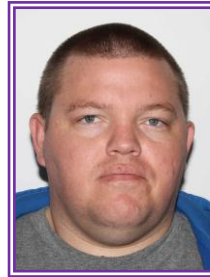
Think Like a Rookie, forget the past, and create your good ole days right now. ~ Jon Gordon
<http://www.jongordon.com>

Who is New...

April 1, 2014:



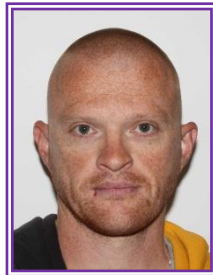
Adam Ukena was rehired as a temporary Administrative Assistant. He is still working for Lynn Salsbury in Training and Safety.



Kyle McConkey was hired as a Custodial Specialist. He is working for Gypsy Snyder at Vet Med Custodial.

April 14, 2014:

Matthew Henry was hired as a G.M.R.T. He is working for Barbara Elliott in the Moving and Hauling Shop.



Travis Calloway was hired as a Custodial Specialist. He is working for Barbara McNutt on the Custodial day crew.



Kit Tebbutt was hired as a G.M.R.T. He is working for Barbara Elliott in the Moving and Hauling Shop.



Lynn Schwandt was promoted to a Physical Plant Supervisor Senior. He is working for Allan Leikam at the Vet Med complex.

April 28, 2014:

Randall Hobbs was promoted to an Equipment Operator. He is working for Joe Myers in Grounds Maintenance.



Thomas F. Burke was promoted to a G.M.R.T. Senior. He is working for Mark Fronce at the Grounds Maintenance.



5-1 Gloria Loberg, Fred Bammes, Mary Willoughby

5-3 Gary Kilner

5-5 Galen Hageman



Surajdai (Vicki) Morton was hired as a Custodial Specialist. She is working for Steve Greinke on the Custodial night crew.

- 5-6 Michael Ayon, Dale Billam
- 5-12 Richard Smith
- 5-16 Pat Boss, Max Collado, Randy Hobbs
- 5-17 Andy Bunel
- 5-19 Tina Williams
- 5-21 Renee Leask, Randall Lindstrom
- 5-22 Mark Loberg
- 5-23 Adam Young, Rene Doherty
- 5-26 John Brown, Larry McCoy, John Lehmer
- 5-31 Kris Fulkerson

Just a reminder..



Beginning May 1, 2014 the KSU Division of Human Resources requests the use of the new injury report form. Please recycle any old forms you have and start using the new form.

<http://www.ksu.edu/hr/forms/KWC1101-A.pdf>

K-State is the recycling Big 12 winner!



Thanks to you, Kansas State University has won the Big 12 Recyclemania title. We collected 279,735 pounds of recyclable material in eight weeks. That's an increase of 22.27 percent over last year's results. We finished the overall contest ranking of 138 of 256 schools, up from 154 in 2012.

Kudos to Bill Spiegel, Recycling Supervisor!

Garry L. Harter, Assistant Scientist at Agronomy, wrote to Bill Spiegel and his staff: "Congratulations to you and your staff for helping win the Recyclemania. I realize it takes everyone's efforts but you and your staff do an excellent job of promoting and making recycling on campus very convenient with the One Stop Drop. Congrats again!"

On a Personal Side:



Steve Jones first came to work for Facilities in October of 1997. A number of years ago, Steve, a Carpenter Senior, took advantage of K-State's tuition assistance benefit and started taking college courses. He had always enjoyed photography. This year through the Department of Art, Steve had a BFA Thesis Exhibition at Willard Hall April 28 to May 2nd.

Steve said this work emerged from his own experience with medical problems, which has caused him to look at life differently. Before he shot objects and landscapes, but now with his portraits he sees someone's personality and tries to capture it onto film. He said this experience has caused him to look at life differently now, as he tries to listen to people a little closer, and look at sunrises and sunsets longer.

In the picture above, Steve stands in the exhibit door way in front of his name, behind him are the other photographic works that are featured

in his exhibit. Below, Steve is standing by a portrait he took of his wife, Opal. Opal Jones also works at K-State, at the KSU Foundation.



Condolences to Randall Lindstrom, HVAC Shop. Randall's mother, Mary Lindstrom, age 91, of Riley, Kansas, died April 26, 2014, at the Leonardville, Kansas. She is survived by three children, Cathy Walker of Riley, Marcia Goff and husband Don of Keats, and Randall Lindstrom and wife Brenda of Riley and numerous other family. We extend our sympathy to Randall and his family.



What's up at Facilities?

Where is payroll and keys located now and where do we find Training & Safety and other staff? Yes, Facilities has had some changes.

Facilities payroll is now located upstairs over the storeroom at Dykstra 226. Training & Safety (Lynn and Adam) are located across the hall from payroll in Dykstra 229. Sandy is located in Dykstra 138 down stairs and Dale Boggs is in Dykstra 126. All phone numbers remain the same. There are other changes coming also.

If Facilities folks would like more information on the changes and direction Facilities is going, attend the "All Staff-Facilities Forum" held May 13, 2014 in Umberger Hall room 105, starting at 9:00 am to 10:30 am. Ryan Swanson will present his vision and answer questions as time allows.

K-State's 37th Classified Employee Recognition Ceremony.

April 30, 2014 K-State's Classified Senate recognized and presented awards to classified employees who reached 5, 15, 25, and 35 years of service during the 2013 calendar year.

The State of Kansas will be sending service pins, later in the year, to those who completed 10, 20, 30, and 40 years of service.

Employees receiving five year recognition:
Dale J. Billam II, Jason W. Glessner, Randall M. Lindstrom, Stacy L. Mahan, Lex H. Pearson, Lori Poeske, Wendy L. Schlesener, Michael R. Seymour, Richard D. Smith, Christina A. White, Stephen D. Williams.

Receiving fifteen year recognition:
Sally J. Avery, Kimberly L. Caffrey, William T. Glover Jr., Steven R. Jones, Victoria R. L'Ecuyer, Cynthia A. McNulty, Donald C. Nanninga, Michael M. Salsbury, Donnie L. Silva, William J. Smith, Michael W. Stoddard.

Receiving twenty five year recognition:
Gayla M. Anderson, Vergie E. Bowen, Larry D. Haller, , Rodney J. Hodges, Gary L. Kilner, Charles E. Kranz, Lynn L. Salsbury, Clifford Williams.

Receiving twenty five year recognition:
James C. Nelson, Michael D. Reasoner.

Employees of the Year Award:

The program is designed to recognize an employee's contribution to the objectives of Kansas State University through excellence in performance and service.

Vice President of Administration & Finance -
Division of Facilities: Steve Williams.

Classified Employee Opportunity Fund Meritorious Service Award:

Meritorious Service Award is to reward outstanding leadership in Classified Employees. All benefit eligible classified staff members are eligible to be nominated for the K-State Classified Opportunity Fund Meritorious Service Award if they have completed one or more years of consecutive service to Kansas State University and if they have not been recipients of the award within the past five years. Award total of \$200 is taxable income for the employee.

Anthony Whetstone, Mary Willoughby, Dale Billam, Bill Stout (from Salina Facilities) Robert Hauck, Calvette Williams, Stephan Milligan, Darlene Jones.

K-State Classified Award of Excellence:

Lynn Salsbury

This award was established to recognize exemplary performance and contributions of classified staff members who consistently excel in their positions and demonstrate integrity and a strong commitment to the mission and values of Kansas State University.

Criteria for the award are the following:

1. *Outstanding Achievement and Performance: consistently and substantially exceeds the expectations of the position, performing at a level above and beyond normal job requirements; has made important and significant contributions in their area; has furthered the mission of the unit, college, and/or university.*

2. *Inspirations of Excellence in Others: consistently and substantially demonstrates an ability and willingness to work positively, respectfully, and effectively with others; has significantly improved customer service or has increased student satisfaction in their area; demonstrates ability and willingness to manage changes in work priorities, procedures, and organization.*
3. *Initiative and Creativity: has significantly improved a work process or system, or has significantly increased the efficiency of an operation or department/unit; consistently seeks to improve the quality of work assigned; demonstrates efforts to expand work responsibilities.*

A Note from the winner of the K-State Classified Award of Excellence:

It is with great honor I receive this notable award. Humbly I accept this, knowing that the wonderful folks I work with truly make my job easy. Smiling faces day after day, willingness to help in most every project, and humor we share in our day to day work. Thank you. Lynn Salsbury