From the Desk of the AVC
Bill Elvey, Associate Vice Chancellor

Winter is slowly turning into spring and it has been a few months since the last issue of Inside FP&M, so there are several updates that I want to share with you.

The move to the fourth floor of 30 N. Mills St. for the Office of the Associate Vice Chancellor, Campus Planning & Landscape Architecture, Capital Planning & Development, and the Space Management Office is now complete. Each of these groups has settled into their workspaces and is finding new ways to collaborate with each other in a more flexible, open office environment. We are also planning Open Houses for later in the semester for both FP&M staff and the rest of the campus community to show off our new space. The FP&M Human Resources and Budget groups have also moved to the third floor of 30 N. Mills St. from the Service Building.

I would also like to thank the entire division for participating in the 2016 Employee Survey, for which we achieved a 70 percent participation rate. We expect the complete survey results by the end of March, after which the FP&M Engagement, Inclusion & Diversity (EID) team will share them with the entire division.

The Performance Management (PM) program is now rolling out to all of FP&M, after a successful pilot in 2015. Supervisors and managers are receiving their training now. All FP&M staff will complete their FY16 year-end performance reviews using the prior form and will go into FY17 using the new process.

Thank you again for continuing to provide excellence in facilities and services for our university community.

FP&M 2016 Employee Survey
Margaret Tennessen, Deputy Associate Vice Chancellor

On behalf of the FP&M Engagement, Inclusion & Diversity (EID) team, I am very pleased to report that FP&M achieved a 70 percent participation rate for the 2016 Employee Survey. While this is down somewhat from the 2014 rate (85 percent), the overall participation rate for all divisions was only slightly higher (74 percent). FP&M can feel good about this participation rate.

FP&M expects to receive the preliminary survey results by the end of March. The FP&M EID team will be developing a plan for sharing these results with all FP&M employees later this semester once the complete reports are available.

AVC Bill Elvey and I would like to thank the FP&M EID team, Christy Plautz, and all the supervisors and volunteers (listed below) who helped coordinate the distribution of surveys to 1100 employees across three shifts. We would also like to thank everyone that participated in this year’s employee survey as we continually improve how we work together effectively to serve the campus community.

Volunteers
Dawn Bierman Office of the Associate Vice Chancellor
Ann Bogan Transportation Services
Sue Carroll Physical Plant
Pat Fargen Office of the Associate Vice Chancellor
Sue Fritts Office of the Associate Vice Chancellor
Zack Haak Office of the Associate Vice Chancellor
Liz Hammen Office of the Associate Vice Chancellor
Mari Lynn Haugh Space Management Office
David Holly Transportation Services
Jill Keller Transportation Services
Margaret Maly Physical Plant
Shoko Miyagi Office of the Associate Vice Chancellor
Laura Peterson Transportation Services
Ron Pond Physical Plant
Doug Rose Space Management Office
Dawn Sass Transportation Services
Rob Shively Space Management Office
Meredith Smith Office of the Associate Vice Chancellor
Top Tantivivat Campus Planning & Landscape Architecture

Special thanks to Ron Pond for the use of his office.

For more information about the FP&M Engagement, Inclusion & Diversity program, visit eid.fpm.wisc.edu.

The Wisconsin Union/Alumni Park construction progresses (photo credit: Andy Manis).
Welcome and Congratulations
New and Promoted FP&M Employees

James Allert
Dennis Becker
Paul Becker
Dale Benoy
McKinley Beyer
Jesse Botello III
Douglas Brindley
Joshua Brunner
Abdella Buta
Fnu Cairangcuo
Susan Carroll
Fnu Chimey Dorjee
Charles Chladil
Stephen Cook
Timothy Croy
Dhonpa Phuntsokrapten
Arturo Diaz Angeles
Paul Diehm
Nyima Doklan
Derek Dombrowski
Julie Eichenberger
Daniel Fish
Jorge Garcia
Tim Gehrmann
Miguel Gilmore
Edinson Gonzalez
Dakota Gray
Stanley Gudgel
Jonathan Haas
Matthew Hanson
Samuel Hays
Chad Hellenbrand
Scott Henderson
Amie Hering
James Housel
Todd Hughes
David Johnson
Pradeep K.C.
Kurt Kellesvig
Matthew Labron
Christine Lee
Joseph Licari
Courtland Maney
Maria Menjivar De Ruiz
Peter Miller
Ronell Mills
Katie Monson
Christopher Moreno
John Mulcahey
Ndeye Ndiaye
Theodore Nehring
Elizabeth Oseid
Troymando Pace
Christopher Paige
Julio Palma
Andrew Pamperin
Laura Peterson
Rick Reindahl
Ismael Ramirez Sandoval
Hector Recoba
Martin Russell
Nicholas Schmidt
Brett Seiblirich
Jeffrey Selinske
Bruce Skaggs
Meredith Smith
Leo Spahn
Kevin Steele
Jacob Stottler
Dennis Stude
Bir Subba
Ricardo Suplicio
Daniel Tachon
Tenzin Thinlay
Dale Thompson
Kevin Thompson
Jason Timm
James Tresley
Scotty Trimborn
Roberto Vergara
Steven Wagner
Dathan Wainwright
Jeffrey Walter
Michael Webber
Ryan Wells
Carla Wilson
Sor Xiong
Sor Yang
Steamfitter
Facilities Plan Spec
Fac Repair Worker-Adv
Grazier
Auto/Equip Tech-Mastr
Custodian Lead
Motor Veh Oper-Heavy
Fac Repair Worker
Custodian
Custodian
Office Associate
Custodian
Sheet Metal Worker
Custodian
Electronics Tech Ag S
Custodian Lead
Custodian
Motor Veh Oper-Light
Custodian
Sr Is Specialist
Office Associate
Bricklayer & Mason
Custodian
Fac Repair Worker-Adv
Custodian
Custodian
Auto/Equip Tech-Senr
Fac Repair Worker-Adv
Environ Health Spec
Groundskeeper
Environ Health Spec
Plumber
Fac Repair Worker-Adv
Admin Program Spec
Gardener
Steamfitter
Office Oper Associate
Custodian
Environ Health Spec
Environ Health Spec
Assoc Inf Proc Consit
Steamfitter
Fac Repair Worker-Adv
Custodian
Steamfitter
Office Associate
Admin Program Spec
Office Oper Associate
Sr Facilities Engr
Custodian
Office Oper Associate
Environ Health Spec
Custodian
Custodian Lead
Custodian
Gardener
Assoc Admin Prgm Spec
Motor Veh Oper-Heavy
Custodian Lead
Custodian
Bldg/Grds Superintendent
Phys Plant Prog Manager I
Custodian Lead
Heat & Frost Insulate
Facilities Maint Spec
Hr Asst Adv
Gardener
Custodian Lead
Assoc Media Spec
Custodian
Custodian
Office Associate
Custodian
Locksmith-Journey
Plumber
Assistant Director
Bricklayer & Mason
Steamfitter
Custodian
Communications Director
Custodian
Sr Facilities Plan Sp
Purchasing Associate
Custodian
Custodian
Custodian

Join us in wishing the following FP&M employees the best in their Retirements

Reyna Alcantara
James Bartholomew
Dennis Benson
David Bradley
Daniel Clayton
Ujain Dorje
Shikha Dorjee
Ronald Holl
Rick Kapusta
James Paske
Douglas Rose
Derald Smedegard
Jeffrey Vance
Custodian
Custodian
Instrument Shop Coord
Fac Repair Worker-Adv
Steamfitter
Custodian
Custodian
Custodian
Sheet Metal Worker
Bricklayer & Mason
Plumber
Director
Custodian
Power Plint Oper

FP&M Partners in Giving Award
FP&M has won an award from the Partners in Giving Campaign, coming in third for overall percentage increase in contributions in a department with more than 400 employees. In 2015, FP&M employees donated $19,546, a 10.15 percent increase over the 2014 amount.

Capital Planning & Development Director Dan Okoli (center), who chaired FP&M’s 2015 campaign, accepted the award on behalf of the division at a ceremony on March 8, 2016. For more about Partners in Giving, visit giving.wi.gov.

New FP&M Leave Without Pay Policy
The FP&M Policy Advisory Review Group recently completed its review of a new Leave Without Pay (LWOP) policy, which provides guidance on approving or imposing LWOP in compliance with Family and Medical Leave (FMLA) and Wisconsin Family and Medical Leave (WFMLA) provisions, extraordinary circumstances, and other situations. Associate Vice Chancellor Bill Elvey signed this policy on March 8, 2016.

To read this and other FP&M policies, visit facilities.fpm.wisc.edu/Policies.htm.

Upcoming First-Aid Training
The FP&M Training Office is holding the annual first aid training classes on April 19, 2016 from 8:00–11:30am at 30 N. Mills St. (Room 308).

This class is limited to twelve attendees, so registration is required.

For more information and to register, visit go.wisc.edu/bm1nu6 or call Pat Fargen at 608-263-3049.

Kudos!
“I’m happily settled in my freshly cleaned and painted office! I want to extend a big thank you to you and the FP&M staff for coordinating and making it happen. I’m very appreciative of your hard work.”
Sarah Jane Buszka, Division of Information Technology–User Services
Dennis Benson Retires
Nancy Helgesen Lyons, Physical Plant–CARS

Dennis Benson, shop coordinator for the Physical Plant Machine Shop, retired in February. When he joined the Physical Plant in 1981, Dennis went from making parts in a factory using a tool and die method to a shop where creativity and quick thinking are the rule, as there are no manuals for much of the work. “You need to know what makes things tick,” said Dennis. “Up to this day, I have learned as I went. When we make a part here it may be one of a kind. We do that every day.” Dennis became shop coordinator in 1996.

Dennis is glad that one of the items he designed spared people injury as well as saved money. He designed an ice blocker for the Service Building Annex’s roof. He said, “It’s a fence on top of the gutter, like a backstop, so ice will hit it and then fall in the gutter. The Physical Plant used to have to move vehicles from the alley in the parking lot, and knock down dangerously big icicles that could hurt someone.” Before the ice blocker was installed on this roof, Dennis said, “I saved a kid walking in the parking lot, not paying attention, ice fell and nearly hit him. I shouted and he moved.” He’s glad that risk is gone now.

Dennis’s future plans include travel with his family, fishing, and community activities with veterans’ groups. A highly decorated veteran, Dennis said, “I was an army air gunner and a crew chief in a light observation helicopter during the Viet Nam War. I am a life member of Viet Nam Vets and of the Veterans of Foreign Wars organization in Portage.” We wish him the best for his future.

SMO Leadership Transition

After Doug Rose’s retirement, Deputy Associate Vice Chancellor Margaret Tennessen will serve as Interim Director of the Space Management Office (SMO) until a permanent replacement is found. She will work with Brent Lloyd to manage matters related to space allocation and analysis, real estate, and leasing and with Tom Wise for issues related to classroom planning and management.

A Search and Screen Committee has been formed to identify the next director of the Space Management Office. Committee members include Scott Owczarek (Office of the Registrar); Eden Inoway-Ronnie (Office of the Provost and Space and Remodeling Policies Committee (SRPC) chair); Scott Hildebrand (Office of the Vice Chancellor for Finance and Administration); Petra Schroeder (Office of the Vice Chancellor for Research and Graduate Education); Doug Sabatke (College of Agriculture and Life Sciences); Eric Williams (Division of Diversity, Equity, and Educational Achievement); Pam Barrett (FP&M–Physical Plant); Meredith Smith (FP&M–Human Resources), and FP&M Deputy Margaret Tennessen (chair).

Doug Rose Retires
Teresa Adams, Capital Planning & Development

After nearly 38 years in the Space Management Office, Doug Rose retires on April 1st, 2016.

Doug started work at UW-Madison on August 1, 1978 as a data analyst, coordinator, and production specialist in the Instructional Space Unit within the Space Management Office. The unit maintained the curricular database, assigned general assignment classrooms, and produced the Timetable each semester.

Doug became Associate Director of the Space Management Office in 1985 and in 1993 he was appointed Director of the Space Management Office. Since that time he has led a staff that provides space analysis/allocation for campus facilities, oversees leasing and real estate functions, and supports the instructional technology in general assignment classrooms. During his time at UW-Madison he has worked with six Chancellors, countless Deans, and staff at every level of the institution. In 2015 he received the Wisconsin Alumni Association Award for Excellence in Leadership. In recognition of his service, Associate Vice Chancellor Bill Elvey has requested that Doug be granted emeritus status.

Doug grew up in a small rural community about 60 miles northwest of Madison and has been a lifelong resident of Wisconsin. He is looking forward to spending more time with his family which includes his wife Pat, three daughters, two sons-in-law, and four grandchildren. He also looks forward to enjoying summer for the first time in 38 years and spending time on the golf course and cycling the backroads of Wisconsin.

All the staff on the fourth floor of 30 N. Mills Street will miss Doug’s extensive knowledge of campus space and campus history, as well as his ability to see the big picture and solve problems. We wish him happiness as he starts his post-UW life.

New FP&M Communications Director

Steve Wagner has joined FP&M as Communications Director, bringing more than 15 years of strategic communications, technical editing, writing, and web development experience to the division. He is located in the Office of the Associate Vice Chancellor and reports to Deputy AVC Margaret Tennessen.

In his ten years at the UW, Steve has worked for research centers in the College of Agricultural and Life Sciences and the College of Engineering, most recently as the communications manager for a transportation research center in the Department of Civil and Environmental Engineering.

Contact Steve at steven.wagner@wisc.edu with story ideas for Inside FP&M as well as any other communications-related projects, questions, or ideas.
**EH&S Safety Training Featured**

Marisa Trapp (EH&S–Office of Chemical Compliance) and Todd Yanke (EH&S–Office of Chemical Safety) were recently featured by Agri-View (agriview.com) for their safety training on chemical and fuel handling at UW-Madison Agricultural Research Stations. Trapp (below) provides training for and oversight of each station’s Spill Prevention & Control Countermeasure (SPCC) plan for bulk oil storage, as well as consultation on pesticide and chemical storage and spill response. Yanke (above), who is a farmer in addition to a chemical safety specialist, provides consultation, training, and oversight to each agricultural research station on chemical handling, chemical storage, and chemical disposal, as well as general agricultural safety.

To read the complete Agri-View article, visit go.wisc.edu/g2fa71. For more information about FP&M Environment, Health & Safety, visit ehs.wisc.edu.

**FP&M Performance Management Program**

Rob Shively, FP&M–Space Management Office

After a successful pilot in 2015, the FP&M Performance Management (PM) project is beginning its final rollout, with the aim of implementing the program across the entire division by the end of FY16. This performance review program uses a single set of forms and a uniform process to create consistency across the division, incorporate EID competencies, and improve the review process for both supervisors and employees. The forms and the process now both meet the University’s HR Design requirements and integrate the FP&M mission, vision, and core values.

Manager and supervisor training will be complete by the end of April. All FP&M staff will complete their FY16 year-end performance reviews using the prior form and will go into FY17 using the new process. This new process also allows flexibility in scheduling performance reviews so that departments with heavier, seasonal workloads in May and June can complete their reviews as early as April. After the FY16 round of performance reviews is complete, FP&M will continue to refine both the process and the forms for use in subsequent review cycles.

Members of the project work group also presented a poster about creating a new performance management strategy as an example of EID in Motion at the 2016 Showcase held by the UW Office of Quality Improvement on March 16, 2016.

PM co-chair Rob Shively would like to thank the entire Performance Management project work group for their hard work in bringing this program to fruition.

For more information about the Performance Management program, contact Shoko Miyagi at shoko.miyagi@wisc.edu or 608-262-8419.

**Support Bucky!**

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