



Newsbeat

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-Excellence is Our Destination-

Employee of the Quarter, Fourth Quarter

~submitted by Elaine Gossett

Congratulations to Officer **Marvin Poulson**, Campus Services' Employee of the Quarter for the fourth quarter, 2009!

Marvin began his career with the Emory Police Department (EPD) in May, 1998. Since taking the Instructor Course for Crisis Intervention for Police, Marvin has coordinated and facilitated the class twice annually for the past two years in Campus Services' Training Room. He has also presented this class in local communities. During the past year he has been a strong advocate and lead instructor for training Emory officers and local police officers in Crisis Intervention Training (CIT) when dealing with the mentally ill. Marvin has assisted in providing de-escalation training to ensure the safety of the client and the officer. This has resulted in fewer individuals being incarcerated, more people receiving treatment for their illness, and officers who are trained to handle situations that can become very dangerous



Officer Poulson's involvement in CIT led him to work with Professor Nadine Kaslow, Chief Psychologist and Vice Chair for Faculty Development, on a committee that included a multi-disciplinary team. This team developed a grant proposal which resulted in a three-year, \$100,000 annual suicide prevention grant for Emory from the Substance Abuse and Mental Health Services Administration. The grant money will provide evidence-based, suicide prevention training for EPD officers. Also because of his work, Marvin has been asked to serve on a Suicide Case Management Team which will play a key role in the preparation of suicide prevention resource materials for the Emory community.

Marvin has received positive feedback from industry leaders for his professionalism and commitment to this program, and for volunteering to assist in training other officers. According to **Cheryl Elliott**, Officer Poulson's supervisor, Marvin "has demonstrated exceptional collaboration in working across departmental lines on the university-wide taskforce. He is a professional and exhibits, by his work ethic, the model for an exceptional performer."

Marvin noted that this "recognition has come as a shock and I appreciate it." He added, "I have such good leadership, teachers and supervisors, and I work with people who trust me to do my job. This whole experience has been rewarding and humbling."

Thank you, Marvin, for your service and your contributions to Campus Services, Emory University, and our local communities!

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Reminders:

- Supervisors Training - Nov 2, 4, 6, 9, 18, 19
- FM Supervisors Mtg - Nov 5
- EHSO Training - Nov 11, 12
- Defensive Driving - Nov 17

Golfer's Corner

~submitted by Joe Hodgson, BRS

Greetings fellow golfers!

This month's tip should help you when playing a golf course you have never seen before. The first thing you want to do on each of your par fours is locate the 150 yard marker from the tee. If the hole is 400 yards long, you want to choose a club that will get you to this marker. Remember, the clubs you use from the 150 marker are your scoring clubs; if you can get to the 150 marker with a 5 iron from the tee, use it. You will still have just a 7 or 8 iron to get to the green. Yes you could use the driver, but one wrong swing and you could end up making a double or triple bogey trying to have a 50 yard shot.

The next thing you always want to do when playing an unfamiliar course is keep the ball in front of the pin. A lot of greens are made so they slope from front to back or side to side so water can drain off. If you go past the pin and over the green, you may end up in the woods, in a lake, or out of bounds. Try this on your next golf vacation and see how well you score.

This will be our last article for the year. I would like to thank everyone for sending me your questions and comments concerning this article. I look forward to new and exciting tips next year. Until then, keep going to the range and introduce someone to the game of golf. See you in March 2010!



New Manager



Dee Sneed is happy to announce that **Joe Hodgson** has been named the Manager of Building & Residential Services on the Oxford Campus. In an interim status for the past six months, Joe has performed his duties with great aplomb and proficiency and has earned the respect of his staff, colleagues, and co-workers. Upon receipt of this announcement, Myra Frady, Dean of Resource Planning and CFO at Oxford stated, "Joe, congratulations! You have earned this promotion and a place in our Oxford heart. Thanks for all the good work you do to make Oxford the place we all want to be."

Let's congratulate Joe on this accomplishment and wish him continued success. Way to go Joe!!!!

News from the CSAB October 6, 2009

~submitted by Pat Douglass

- KAREN SALISBURY ANNOUNCED THAT THE O & M DIRECTOR POSITION HAS BEEN POSTED. SHE AND AMISH MODY ARE CO-CHAIRING THE SEARCH COMMITTEE AND WILL KEEP THE CSAB POSTED ON DEVELOPMENTS.
- DISCUSSION FOLLOWED ON EMPLOYEE ISSUES IDENTIFIED BY MEMBERS OF THE CSAB. THESE ISSUES INCLUDED PERFORMANCE EVALUATIONS NOT BEING REALISTIC, LACK OF COMMUNICATION GETTING TO THE FRONT LINE EMPLOYEES, AND SUPERVISORS MODIFYING OR INTERPRETING POLICIES DIFFERENTLY DEPENDING ON THE EMPLOYEE. AS A RESULT OF THE DISCUSSION, THE BOARD DECIDED THE PERFORMANCE EVALUATION PROCESS WAS MOST IMPORTANT AND WILL FORM A TEAM TO LOOK AT THE PROCESS TO MAKE RECOMMENDATIONS FOR CHANGE AND EDUCATION.
- KAREN UPDATED THE BOARD ON THE ADMINISTRATIVE REVIEW PROCESS. THE PROCESS HAS IDENTIFIED EFFICIENCIES THAT CAN BE MADE IN THE ORGANIZATION. SHE WILL UPDATE THE BOARD AS THE REVIEW IS COMPLETED AND DECISIONS ARE MADE ON CHANGES IN THE ORGANIZATION.

A WORD FROM OUR VICE PRESIDENT

I have been reminded this month of the remarkable spirit of compassion and respect that Campus Services embodies, and I want to take a moment to acknowledge it.

As most of you know by now, we had many friends and colleagues that were impacted by the severe rains in September. When the stories of devastation started to surface, there was an abundance of conversation about what people could do to help. I can only imagine the countless unknown individual acts of kindness that have been extended by our workforce to help others, but in particular, the effort led by **Rita Tyler** and **Linda Sheldon** to take up a collection to be shared by the four families with severe water intrusion damage was such a wonderful gift. Did you know that collectively we contributed over \$1200? I am truly humbled by how we came together as an organization with compassion to assist our colleagues in a time of need.

Just a few days after that gift was delivered, I received an email from a colleague in Central HR who wanted to let me know how much she appreciated the level of respect and kindness she experienced from all her Campus Services audiences at recent presentations about the changes to employee benefits this year. Apparently, many other presentations resulted in a lashing out at the presenter, but the experience here was completely opposite. Respect is one of our basic organizational values, and you exhibited what it means within Campus Services.

So, as we begin this season of Thanksgiving, I want to thank each of you for living our vision by coming together with compassion and respect. I can't think of a group of folks I'd rather work with!



Did You Know?

~submitted by Elaine Gossett

Our HVAC and Controls Shops operate and maintain HVAC controls and some lighting systems controls in approximately 122 buildings across Emory's Main Campus, on Clairmont Campus, at Oxford and at Grady. Central to the operation are the five alarm screens that dot the Control Room console. These screens are monitored 24/7, 365 days a year by eleven Campus Services employees. The screens reflect the operation of the four control systems on campus made by Siemens, Automated Logic, Johnson and Niagara. Each of these systems is handled differently.

Controls Shop employees also monitor the 12 major chiller plants on campus, ensuring that the buildings served by those chillers have hot water and chilled water for heating and cooling. Although they cannot actually see the equipment they monitor, controls Shop employees can see the status of what the equipment is doing and how it is functioning. They work in concert with the 22 HVAC Mechanics and with our Building Mechanics. Proper heating and cooling for research animals and students are top priority. According to **Mike Wallace**, Controls Tech II and the Lead Console Operator, "Keeping the buildings comfortable is the most challenging thing we do. You can't learn it (the controls work) out of a book. You have to live it. You have to know the buildings and the mechanics who take care of them."

Always striving for excellence, **Supervisor Milton Baines** shop motto is: "We're not going to be the best, we're going to be the VERY BEST!"

Eating the Best for Le\$\$

Don't let a tight budget keep you from eating the healthy foods your body needs. Join Wellness Specialist Tara Cox, MPH RD, from the Faculty Staff Assistance Program, in the CS Training Room on **Wednesday, December 16 at 12 noon** and discuss:

- Meal Planning
- Bargain Shopping
- Label Reading
- Overall Nutrition, and more!





This program is sponsored by the Center for Women and is open to all.

November

“Hem your blessings with thankfulness so they don’t unravel.”

~Author Unknown

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 	2 Supervisors Training	3 CSAB Meeting	4 Supervisors Training	5FM Supervisors Meeting Sr. Capital Projects Mtg	6 Supervisors Training	7
8	9 Supervisors Training	10	11 EHSO Training	12 EHSO Training	13	14
15	16	17 Defensive Driving	18 Supervisors Training	19 Supervisors Training	20	21
22	23	24	25	26 HOLIDAY	27 HOLIDAY	28 
29 	30					

CALENDAR KEY:

- Training
- Committee Meetings
- Sessions for Supervisors
- Holidays/Special Events
- Other Meetings



EMPLOYEE UPDATE - OCTOBER

On-The-Spot Awards

David Banks, Willie Brokenburr, Derrick Bromelle, Dimas Carrion, John Cheeks, Rodrigo Cortes, Tim Early, Jose Esquivel, Andrew Hawkins, Bridgette Jackson, Yusef Jones, Jackie Langham, Roger Luque, Mike Morris, Mike Purdom, Mitchell Tate and Milton Thomas

Welcome - New Hires

Police Officers - EPD
Joe H. Burgess, Jr.
Richard D. Mittenzwei
Sonya T. Richey
Lesia M. Violette

Congratulations - New Titles

Burt Buchtinec - Police Sergeant - EPD
Joe Hodgson - Mgr, Custodial (Oxford) - BRS
Maurice L Parks - Police Sergeant - EPD
Lionel Randall - Police Sergeant - EPD
John Schmahl - Police Sergeant - EPD
Sean Williams - Police Sergeant - EPD