

Facilities Management News

Vol. 10 Issue 2

May 2014



Have you ever had a job that is so much fun that the weekends are too long? Creighton University is such a place in my opinion. What is it about your employment at Creighton University that has you coming back to work day after day, week, year, or even a decade or more? This is not a rhetorical question; I really do want to know. The pay check and benefits are important but much of that can be replicated elsewhere. Your interaction with co-workers, staff, faculty, and students are certainly part of the equation, as they are for me. I enjoy visiting with people and learning about them, discussing their facilities service needs, talking about family, learning about the history of Creighton. All of that is important to me and one of several reasons that I think I have stayed in the Higher Education Facilities Management field all these years. There is a passion and excitement that is generated with the people that teach, learn, and work at a place like Creighton. Some days are a challenge, just like life in general, but overall I simply enjoy coming to work and interacting with people and providing a service.

I enjoy my time off, including vacation, so don't get me wrong, but after only a few days, I am ready to come back and have some fun providing facilities management services to the campus and our customers. Now, I'm not naive enough to think that everyone thinks as I do. Maybe they haven't had the benefits that I've been afforded: mentors that have provided me direction, a family that fully supports what I enjoy as a career, development opportunities at work, and a workplace culture that supports my interests in education and outreach.

I've often said as a leader, "I have learned what not to do". I've had jobs over the years that have been frustrating, limiting, even intimidating. We are all fortunate that Creighton University isn't one of those work places. Based on some of those less than pleasant experiences, I have tried to develop basic leadership rules to follow. As they say, "everything I needed to know, I learned in kindergarten". We need to treat people with respect, we need to listen, share our talents, and we need to treat others as we hope they will treat us.

One part of my leadership tenant is to offer and support development opportunities whenever possible. I honestly see the current Facilities Management reorganization as just such an opportunity to develop and grow. The hiring pause and now the Retirement Transition Program has opened up a number of positions within FM and the University as a whole, which can be filled in several ways. One direct option would be to simply fill the openings with an internal or external job posting. We could look at engaging outside service providers; we could purchase equipment and software that is designed to provide efficiencies; and we could modify shifts to minimize overtime call backs in order to reallocate funds and hire additional staff. It is likely that some of each option will be necessary as we go forward. There is also the exciting opportunity to provide development and have each of us work at creative solutions to continue providing superior service to Creighton University.

At the time of this writing we are developing postings for Utility Workers (title is still in development). With seven (7) or more mechanics having left through attrition or the Retirement Transition Program, we need to look at creative solutions to the staffing shortage. One idea that is gaining ground is the concept of development of internal staff towards mechanical service as an opportunity to explore a new area of Facilities Management service menu. As an example, there may be a number of staff interested in learning the nuance of the Preventive Maintenance service delivery methods. They would bring a wide variety of experiences and skill sets that would enhance our service delivery in this area. In other words, we can provide a bit of a salary augmentation along with the opportunity to learn and grow into new areas of expertise. The Utility Worker position is but one of several new or revised job descriptions that are being developed so please look for future communications that will include development opportunities.

Several members of our Facilities Management family have opted for the Retirement Transition Program and will be moving into the next phase of their lives with a wonderful package of Creighton University benefits and the knowledge that they were able to make that transformation on their own terms. This time of year is a wonderful metaphor for the

retirement transition that some are working towards. The oft quoted, “spring springs eternal” reminds me of all the possibilities that retirement can offer when a person can dictate their own pace. I have had the pleasure of working with these individuals and wish them all the health and happiness possible going forward. Thank you for your service to Creighton University and allowing me to be a part of your team.

Tim P. Norton, Assistant Vice President

Facilities Management & Planning

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Dear Colleagues,

Despite Mother Nature’s cruel tricks this week, spring is official and, with that, only about six weeks remain in the semester until our graduates receive their diplomas on May 17 and begin to make their impact on our world. We have a lot to accomplish in that time, but I am confident of your dedication and commitment to our mission and our students.

Rank and Tenure

My heartfelt congratulations to the Creighton University faculty members who have received [tenure and promotions](#). Our entire University is grateful for your dedication and your skills in the classroom, laboratory and clinic. Your commitment to our students and to your research, your mentorship and your professionalism give Creighton our excellent academic reputation and has made our University the esteemed institution it is today.

Goldwater Honors

There are many to congratulate on the recent announcement by the Goldwater Scholarship Program that three Creighton students have been named Goldwater Scholars. In addition to the Center for Undergraduate Research and Scholarship’s mentorship of the students’ research, I want to especially thank and congratulate Mike Cherney, Ph.D., professor of physics, who is the advisor to Creighton’s Goldwater Scholars program.

Admissions Update

There is good news to report on undergraduate admissions as well as the School of Law. To date, we are almost 50 deposited undergraduates ahead of last year at this time. We are up significantly in deposits from Nebraska and the West/Mountain states, especially Colorado. The College of Arts and Sciences is 27 deposited students ahead of last year and Heider College of Business is up by 30 deposits. The College of Nursing is slightly behind last year but on pace to meet its target. The undergraduate student profile remains consistent with previous years. Thank you to all of you who are helping in our enrollment effort by writing notes and calling prospective students.

The law school is 11 percent ahead of 2013 in applications, which is significant, considering that applicants to law schools are down 9 percent nationally.

‘Phantom’ Success

Congratulations to the cast, crew, directors, musicians and all those in the Department of Fine and Performing Arts who were involved with the recent performances of “Phantom” at the Lied Education Center for the Arts. The musical received rave reviews from the media and its audiences. Well done!

Shared Services Project

As you know, one of our strategic projects beginning its implementation phase pertains to shared services. I know there is some anxiety surrounding this project as we begin the comprehensive review of administrative tasks, excluding

teaching and research, done in all of the areas on our campus. The feedback I am hearing from those who have participated in activity workshops is that they found them enjoyable and enlightening.

Please become familiar with the strategy [website](#). Many of your questions surrounding the Shared Services project can be answered by the FAQs presented in the [Shared Services](#) section. Remember, any questions regarding implementation of Creighton's strategy can be submitted to cuquestions@creighton.edu.

Moody's Upgrade

I am very pleased to report that on April 1, Moody's Investor Service upgraded the University's long-term debt rating to A2 (with a stable outlook) from A3 (with a positive outlook). As you may recall, in 2009 Moody's downgraded the University to A3 due to negative operating performance and reduced cash resources available for debt service, in part because of the significant decline in the endowment because of the market's decline. The University's A3 rating was placed on positive outlook in September 2012 after we finalized the Alegent affiliation agreement. Moody's cites improved operations, growing enrollment and reduced healthcare exposure as factors supporting Creighton's upgrade. Among other factors, the credit-rating firm said our rating could continue to rise with sustained improvement in operating cash flow and greater demand for our undergraduate offerings. Moody's reported that it will continue to evaluate our annual operating performance and enrollment trends, and noted that sustained erosion in these areas could lead to a ratings reduction.

This report is very positive for the University and confirms that we are on the right track. It also drives home the importance of the financial objectives we are pursuing as part of our strategy for the future.

The Year of No. 3

As you know, our already well-decorated No. 3, men's basketball forward Doug McDermott, has recently added more player of the year honors to his resume, including AP National Player of the Year. He also received the Wooden Award and the Oscar Robertson Trophy earlier today and is a finalist for the Naismith Trophy. You might find this confluence of "3s" interesting: He is a **3-time** first-team All-American (just the 11th player to be so named); he scored over **3,000** points in his career (ranking him 5th all time); he helped guide Creighton to **3 straight** NCAA Tournament appearances; and he helped the Bluejays reach our highest-ever NCAA Tournament seed — **No. 3**. Most of all, we enjoyed watching him play and knowing him as a fine young man and exemplary representative of this University and our students. We wish him all the best.

EAB Reminder

Just a quick reminder about the Faculty Forum presentation by the Education Advisory Board (EAB) on *Future Students and the Changing Landscape of Higher Education: Challenges and Opportunities*. The insights from the EAB's Matthew Pellish, director of member education, will be valuable. By the way, Matt was a student at Saint Joseph's University while I was there as president. The forum is Wednesday, April 16, from 11:30 a.m. to 12:30 p.m. in the Skutt Student Center Ballroom.

Thank You

I can never have too many opportunities to thank you, our outstanding faculty and staff, for making Creighton such an exceptional example of Jesuit, Catholic education for the 21st century. We will have the chance to recognize our colleagues for their service at the [Faculty and Staff Service Award Recognition](#) on April 10. A significant portion of you also choose to financially support the University in addition to your daily dedication. I'm glad many of you are able to attend the Faculty/Staff Donor Appreciation Breakfast on April 8. Unfortunately, I'm unable to attend as I'm attending a funeral in Milwaukee but I hope to see more of you there next year. If you have not yet RSVPed, please contact donorrelations@creighton.edu.

God's blessings,

Timothy R. Lannon, S.J.

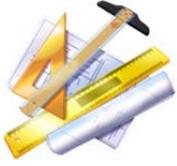


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Planning and Design



Planning and Design – May 2014

A quick look at a few of the current approved projects:

- a. Old creative services space in BIC is being remodeled for Pharmacy.
- b. Championship Facility. The new athletic facility is in the last stages of construction by Kiewit Construction. The facility is currently scheduled to complete the first week of June 2014.
- c. Dental School facility programing by RDG is in progress
- d. Reinert Alumni Library vision study by Leo Daly is in the final stages and will present to the board on June 2nd.
- e. Retreat Center expansion of the dining hall is approved with initial meetings taking place.
- f. Kenefick voice evacuation upgrade is underway. First phase completed during semester break. The second phase will take place after graduation in May.
- g. Kiewit Hall voice evacuation upgrade first phase completed during semester break. The second phase actual pulling of the cable will take place after graduation in May.
- h. Rigge Science 523, 526 and 527 will be remodeled for Biology. Work is underway and needs to complete before fall semester starts.
- i. Rigge Science 109, 308 and 309 will be remodeled for Chemistry. Work is underway and needs to complete before fall semester.
- j. Skutt Student Center remodel of the welcome desk is approved.
- k. St. Johns Church west side elevator addition is approved but reworking the scope to bring within budget.
- l. Phase II of the Utilities and Energy Master Plan with Alvine Engineering is approved.

Larger projects in design or discussion

- a. Brandeis Hall ground floor renovation for additional space for Pharmacy.
- b. Criss Science lab exhaust energy strategies upgrade is routing for approval.
- c. Potential new Jesuit residence.
- d. Heider Hall summer work should have routed by this printing.

On the Facilities Management front office construction is complete for this go round. Some of the moves as previously explained did not occur with the internal reorganization still in progress. A more open inviting front door for our building is the result of the largest part of the construction with new carpet in most of the areas on the first floor. Thanks to everyone for their cooperation and patience during the construction.

Planning and Design continues to appreciate not only the Facilities Management employees but also all those we impact across campus for their cooperation as improvements and deferred maintenance is tackled in so many locations.



Facilities Management Front Office

SUSTAINABILITY

GREENHOUSE GAS EMISSIONS SUMMARY

The chart below summarizes Creighton's greenhouse gas emissions over the past four years. Overall, there has been a decrease of 2% from 2010 to 2013, with an increase since last fiscal year. These numbers do not include the clinics or the hospital.

It is important to note that *the greenhouse gas emissions from utilities* (natural gas, propane, electricity, steam and chilled water) *have steadily decreased*. However, the emissions from transportation (fleet and university-financed travel) have increased. Commuting has changed very little because these numbers were determined using a survey of constituents in 2010 and the survey has not been repeated.

	FY2010 (Baseline)		FY2011		FY2012		FY2013	
	eCO ₂ Metric Tons	Percent						
Natural Gas/Propane	1,131	1.5%	1,128	1.5%	908	1.2%	770	1.0%
Purchased Electricity	30,534	39.4%	30,387	39.7%	29,749	40.1%	29,521	39.1%
Purchased Steam/Chilled Water	23,504	30.4%	22,744	29.7%	21,298	28.7%	21,101	27.9%
Transportation								
University Fleet	547	0.7%	630	0.8%	607	0.8%	821	1.1%
Faculty / Staff Commuting	4,473	5.8%	4,493	5.9%	4,493	6.1%	4,493	5.9%
Student Commuting	3,830	4.9%	4,529	5.9%	4,372	5.9%	4,372	5.8%
Directly Financed Air Travel	5,440	7.0%	4,792	6.3%	5,435	7.3%	7,020	9.3%
Other Directly Financed Travel & Study Abroad Air Travel	1,339	1.7%	2,097	2.7%	2,002	2.7%	2,305	3.1%
Other								
Scope 1 (Refrigerants/Chemicals & Agriculture)	298	0.4%	100	0.1%	19	0.0%	30	0.04%
Scope 2 Transmission and Distribution Losses	4,257	5.5%	4,202	5.5%	4,063	5.5%	4,030	5.3%
Purchased Goods (Paper, Electronics, Office Supplies, Food Tr	2,045	2.6%	1,464	1.9%	1,243	1.7%	1,116	1.5%
Waste (Solid Waste & Wastewater)	3	0.0%	7	0.0%	-9	0.0%	-6	0.0%
Total	77,402		76,573		74,180		75,572	
% change from baseline	N/A		1%		4%		2%	

eCO₂ = Carbon Dioxide Equivalent. This is a calculation that takes into account other types of greenhouse gases, including methane, nitrous oxides and perfluorocarbons

Special thanks to Joe Zaborowski, Maria Jerrell, Mary Comstock, Ed DuPree, and Mark Simanek for collecting data and contributing to this report.

RECYCLEMANIA RESULTS



This table summarizes the Recyclemania results. Each is a 10-week snapshot of our recycling. Thank you to everyone who participated or encouraged others to do so!

	2011	2012	2013	2014
Total weight (lbs)	87,045	99,217	90,417	79,952
Total lbs/person	7.71	7.99	8.62	7.62
Cardboard lbs/person	1.51	1.47	1.41	1.27
Paper lbs/person	1.53	2.02	1.08	0.82



ENERGY MANAGEMENT

The winter to Summer changeover is in full swing with the Criss Science buildings, Rigge Science, Hixon Lied, Boyne Dental and many others being filled with chilled water already. We are starting to fill all the ResLife buildings this week and next, along with the remaining buildings to follow, this is a slow process with all the building engineers and Energy Management involved.



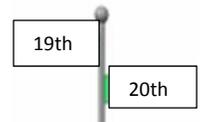
We are working closely with Control Services on getting the new Structure Ware BMCS up and running and getting all the bugs worked out, and getting all the pages to look the same and report all the information we are asking for.

George has taken the University buy out and is retiring, his last day is July 31st. Much work needs to be completed before this day arrives.

Environmental Health & Safety



As we approach the end of the school year once again, there are some important changes that are coming to campus in a few short weeks. On or near May 12th, and before the Nebraska State Soccer Tournament, both 19 and 20th streets will become two way streets across campus. It will be important to remember to look BOTH directions after this change happens. In addition it will make the **rolling stops** that I have seen for the last 10 years from Facilities Management staff even more dangerous. For a period of time there will be many people that do not know that the streets have been changed over to two way streets. Those driving Facilities vehicles will need to be extremely careful at the intersections for both 19 and 20th streets for some time after the changes are completed. Please take it upon yourselves to drive defensively along these streets. If you're driving on 19th or 20th Streets or crossing them: The primary person that can keep you safe is you.....



Coming Up!

Partner PAC



Grab a co-worker, a friend, a spouse or even your family dog and partner up for exercise during the month of May! Your goal is to complete as many workouts together as you can during the three week challenge! Everyone that logs at least 10 sessions together will be entered to win a prize!

Dates: May 5th - May 23rd

Register Here: <https://www.surveymonkey.com/s/ZR3R3BH>

Optional: Wellness Wednesdays! Every Wednesday during the challenge we will be hosting a fun partner activity. Bring your partner, a co-worker, a friend or just come by yourself and enjoy a fun workout!

Questions? wellness@creighton.edu

Grounds & Landscaping

In case you missed it, Arbor Day, celebrated on the last Friday in April if you're a Nebraskan, was April 25th!

Did you know that Creighton University is recognized by regional and national institutions for its commitment to good tree stewardship? It's true!

Since 2008, Creighton University has been recognized by the Arbor Day Foundation as a Tree Campus USA. The Tree Campus USA program recognizes college and university campuses that effectively manage their campus trees, develop connectivity with the community to foster healthy urban forests, and strive to engage their student population through service learning opportunities centered on campus and community forestry efforts. Learn more about the Tree Campus USA program visit their website, arborday.org/programs/treecampususa.

The Creighton University campus is also recognized as [Creighton University Arboretum](#) by the Nebraska Statewide Arboretum, which recognizes affiliate sites throughout the state for their commitment to holistic, sustainable landscape stewardship. It is through this program that the University has labeled twenty species of trees throughout campus, with the intent of educating the community and fostering awareness of species that work well in eastern Nebraska. More information about their mission and programs can be found on their [website](#), arboretum.unl.edu.



We are currently trying to build a stronger Tree Advisory Committee and welcome anyone and everyone from the Creighton community to participate. For more information on any of these programs and how you (yes, you!) can get involved, contact:

Jessica Heller Landscape Supervisor | 402.280.4754 (w) | 402.510.4184 (c) | jessicaheller@creighton.edu

Creighton University Holidays...

MEMORIAL DAY
MONDAY
May 26, 2014

INDEPENDENCE DAY
FRIDAY
JULY 4, 2014

■ New Performance Management System

We are quickly approaching the annual performance review period and this year the performance review and self-assessment will be completed online. The Performance Management System is a simple-to-use, 24/7 available, web-based tool, that creates accountability and ensures every staff member has a performance conversation.

Don't Forget! Your goals need to be in the new system by April 28th! Performance management development sessions are currently being offered in April and May.

To access the system: Visit the ["Performance Management" tab](#) on the Human Resources webpage.

■ 2014 Internal Mobility Program

Based upon two major strategic plan initiatives, Shared Services and the Staff Retirement Transition Program, the University is compelled to live our Jesuit traditions by introducing the 2014 Internal Mobility Program. This staffing plan is intended to achieve two objectives: (1) Reduce administration costs through attrition and retirements, and (2) Bring a focus to Creighton's internal talent and foster a culture of development.

- Visit the [HR Intranet](#) for more information surrounding Creighton's Internal Mobility Program.

■ Compass Professional Development

The April and May Compass Professional Development calendar is jam packed with development opportunities! Sessions topics include teamwork, culture change and performance management. April's sessions are listed below. For a full listing, click [here](#).



Session: Teamwork by Design: Ways to Better Collaborate

Facilitator: Lori Smith, Capstone Coaching & Consulting

Audience: All Employees

Date & Time: 4/10/14, 10:00 a.m.-11:30 a.m.

[Register HERE.](#)

Session: It Starts With One: Reflecting On Your Performance Through Self-Assessments

Facilitator: Lynne Caruso, Senior Human Resources Generalist

Audience: All Employees

Date & Time: 4/15/14, 10:00 a.m. - 11:00 a.m.

[Register HERE.](#)

Session: Book Club: High-Velocity Culture Change – Session 1

Facilitator: Tanya Winegard, Associate Vice President for Equity and Inclusion

Audience: Managers/Supervisors

Date & Time: 4/24/14, 11:00 a.m. – 12:30 p.m.

[Register HERE.](#)

■ Faculty & Staff Service Award Recognition

The Faculty & Staff Service Award Recognition will be Thursday, April 10th at 3:30 p.m. in the Hixson-Lied Auditorium.

[2013 Service Award Honorees](#)

■ 'CUCareerConnect' Job Alert!

Human Resources will be sending job alerts regarding open positions here at Creighton University through the cucareerconnect@lists.creighton.edu email list to internal employees. Only those who actively enroll in the list will receive the job updates.

To subscribe to the email list click [HERE](#). Then enter your email address, and you will automatically receive email alerts as they become available.

■ Disabilities & Technology

eLearning and the Web: Accessibility from the Start

Looking to learn more information about best practices for designing for accessibility? Attend this [session](#) and find resources for assisting with accessible design for those seeking accommodations. This symposium is open to all faculty, staff and students.

■ Workplace Perks

The Staff Advisory Council is excited to share the new "Workplace Perks" program. Workplace Perks offers its members exclusive deals on hundreds of merchants, travel deals and special benefits in our shopping portal.

For more information on this program, please visit the [SAC website](#).

