

News from News from Facilities Management

Vol 4 Issue 4

November 1, 2008

The product we deliver to the University is even more important to be done well. I have written to you in the past two issues about the value we bring. The job we do needs to be timely, complete and with almost no call back for not doing good work. As the economy applies pressure on our personal life, it also affects the people we serve with the same kind of stress. People will expect more for the service they are provided because they need to justify the expense. It is like taking the car to have the oil changed. The customer looks for the best or lowest price and then weighs in whether it is important to have all the fluids checked and the car vacuumed. The added value may be too expensive.

Maria is working on a survey that can be sent to random users of Facility Focus to learn how the customer perceives the work being done. This will help us hone our skills. She also convenes meetings about every six weeks with people that use our services most. At these meetings she learns where there needs to be more attention given a customer or when the work is done very well. The meetings are designed to get both positive and negative feedback and to share some the reasons why the service delivery needs to be prioritized in a manner that not everyone can be first.

Measuring the quality of the service we provide not only leads to customer satisfaction. it helps in other ways.

- 1. Measurement provides people with a sense of achievement and accomplishment, which will translate into superior service to the customer.*
- 2. Measurement provides people with a baseline standard of performance and possibly identifies new standards of excellence.*
- 3. Measurement offers immediate feedback to the worker, especially when the customer is comparing the service we deliver with the service others provide.*
- 4. Measurement tells us when it is time for us to do a better job. Sometimes the customer can give us pointers on how to do the job more effectively and efficiently.*
- 5. Measurement motivates us to perform and achieve higher levels of productivity.*

You soon see that the more we communicate with our customers and learn how we are doing, the better our work will be. It is okay to solicit an opinion from the customer. You deserve the feedback because it will help you provide better service into the future.

Through all this good work and stress felt from the economy, I remind you that you are very important to the Facilities Management Team. Together, everyone accomplishes more (TEAM). You are also important to those that love you. Work safe so you can be that person that comes home at the end of the shift and is doing good work to help the team. Accidents happen so quickly that we need to always be on our alert for hazardous.

*Thanks for all you are doing.
Lennis*

Success!! and Project Updates

From Lennis

Success!!

It is good to consider some of the success that has been coming. Some would call it more work but there is the increase in service delivery that is a success.

- Occupying the Harper Center has gone very well. Sure the shakedown period is continuing but there have been some big events in the building along with the daily classes that all need our attention. The move-in was very painless and the kinks in the operation are being worked.
- Single stream recycling is well on the way. Having the staff hired is great. Soon the truck will be made ready so the program can reach its full stride. The waste stream reduction and the activity that has been accepted by the campus community will continue to have its rewards.
- Going to green cleaning is a big step. The amount of work needed to clean a space is known to have increased because the chemicals aren't as strong. There are fewer products available for the various kinds of cleaning tasks but the program survived the rollout and is doing well.
- The start of school this fall with its very large freshman class and the large returning sophomore class has gone very well. Despite the confusion about where to drive because of sewer separation closing the streets and the excitement of the Harper Center, the start up seemed to be almost routine which says a lot for the planning that went into the effort and the hard work by those involved.
- The Fun Day activity was the largest ever. It is an event that always reminds me that I am not an athlete and should stay on the bench. Having so many of us each having too much to eat and all enjoying the activities is a pleasure to see and be a part of.

Project Updates

- The Ryan Center is progressing nicely with the foundation walls being cast and steel being erected. The underground utilities are being placed. The goal is still to have the building completed by Aug 10,'09, in time for volleyball.
- The design of the fitness center is about 50% completed. The budget pricing for construction should be available by mid November so the design can be completed around the funds available, the contractors estimate and the program. All three components of the process need to be in sync. It is possible that the footings and foundations will be started in February.
- The Intermodal facility that will be the new home for Shuttle Services and Public Safety is being designed. The goal is to have the bids returned to select a contractor in January. Work on the facility could start as early as March.
- Creighton is impacted by the sewer separation project but has little control over the City project. Webster Street is a mess as everyone knows and soon the work will start in 20th. Expect 20th Street to be closed for many more months. The City is planning to bid the phase of work in Cuming Street so work can start in March. Cuming Street will be closed at various locations beginning then until at least Dec,'09.



Jessica Heller: Fall Rock Stars' Campus Tree Tour

Most people are aware of the benefit of planting trees in the landscape. Trees do much to improve the aesthetics of a campus, but they serve many practical functions as well. For example, deciduous trees properly placed on the east or west side of a building reduce summer heating costs by shading the building from morning and afternoon sun. In an urban setting, trees improve air quality by filtering pollutants and reducing levels of carbon dioxide. There is even research suggesting that trees reduce crime.

Fall and surprisingly winter, are great seasons for looking closely at the trees around us. While fall is the most stunning season for many species, winter offers an opportunity to enjoy the more subtle features that make many trees unique. Take this guide with you for a short walk through part of Creighton's campus and use it to learn about some of the characteristics that make trees beautiful, even in the off-season.

Take the Tour!

Start at the southwest corner of the Harper Center, where you will find:

1. **Serviceberry (*Amelanchier x grandiflora*)-red leaf color; smooth, gray bark**

Look southwest towards Ahmanson Law School to see the next two species on our tour:

2. **Northern Red Oak (*Quercus rubra*)-russet to red leaf color**
3. **American Sycamore (*Platanus occidentalis*)-white to cream defoliating bark**

You will see the following species in the lawn area southwest of Davis Square:

4. **Hackberry (*Celtis occidentalis*)-warty gray bark**
5. **Swamp white oak (*Quercus bicolor*)-yellowish-brown to red leaf color**

Lining the west and south sides of Davis Square you will see:

6. **'Green Column' black maple (*Acer nigrum* 'Green Column')-yellow to orange to red leaf color**

In the lawn area between Davis and Harper you will see two species that are new to campus:

7. **'Frontier' hybrid elm (*Ulmus x* 'Frontier')-burgundy red leaf color**
8. **London Planetree (*Platanus x acerifolia*)-cream to olive-colored defoliating bark**

In the lawn area on the south side of Opus Hall you will find:

9. **White birch (*Betula papyrifera*)-white bark, semi-weeping habit**

Continue to the northwest corner of Champion House to see:

10. **Ornamental pear (*Pyrus calleryana*)-burgundy red fall color**

Planted just south of there but also on the east side of Champion House you will find a rather unusual small tree:

11. **Goldenrain tree (*Koelreuteria paniculata*)-papery, lantern-like seed capsules; watch for flowers in June and July.**

Last, but not least, lining the parking lot south of Champion House you will find one of the most popular and spectacular fall color species planted in Nebraska:

12. **'Autumn Purple' White Ash (*Fraxinus americana* 'Autumn Purple')-reddish-purple leaf color**

Retirement Plan Transition Update

Jeff Branstetter, Executive Director
Human Resources

As a reminder, the blackout period for the transfer of assets from Fidelity, Vanguard and Scudder to The Principal began effective yesterday. Assets that will not be transferred to The Principal in kind will be liquidated at the close of business this Friday, October 31, with the proceeds wired to The Principal on Monday, November 3 and temporarily invested in cash. Once The Principal receives account information by participant from Fidelity, Vanguard and Scudder, the monies will be invested in the funds selected by participants during the enrollment process.

The blackout period will end once all the records have been received and the monies invested. As previously reported, this will occur the week of November 10. An announcement will be made when the blackout period ends and at that point you will be able to log onto The Principal website and view your accounts, make investment changes and take advantage of the many tools available to help you properly plan for retirement.

Due to the current volatility in the financial markets, we considered whether the transition should proceed as planned or be deferred until sometime in the future when market volatility is more "normal." After conversations over the last few days including Creighton, The Principal, Fidelity, Vanguard, Scudder, TIAA-CREF, an ERISA attorney and the plan's investment consultants, the decision was made to proceed with the transition as previously communicated. The primary reasons for this decision included:

- There is no guarantee the stock market will be any less volatile in the next six to eight weeks than it is today.
- Communications with respect to the transition process have been in compliance with applicable rules and regulations and any changes in the process would have to be re-communicated, delaying the transition at least another two months if not longer. This would delay the transition until after January 1, 2009, the date at which the new retirement plan regulations go into effect.
- If the transition were delayed, it would be until at least January 1, 2009 before the process could begin due to capacity restrictions at the different investment companies. This would require us to send out new blackout notices and complete all new TIAA-CREF transfer paperwork since it is only valid for 90 days.
- From an investment perspective, the primary risk is that the market may advance significantly during the period when some of the funds are invested in cash. It is impossible to determine with any degree of confidence whether or not this will happen. The decision to be invested temporarily in cash is designed to protect against any losses during the transition period. Regardless of when the transition would occur, this would be an issue.

This transition is the culmination of a process that began in April 2006. No one could have predicted the extent of the current financial situation and it is similarly difficult to say with any certainty when conditions will stabilize. We will continue to keep you informed during the transition process and let you know when it has been completed. We appreciate your patience during the next few weeks as we complete what has been a long and complex project. Once the transition process is completed, the plan will be positioned to take advantage of new investment options, technology and education as well as facilitating compliance with regulatory requirements.



WELCOME To our new employees that joined us in August, September, and October.

Carpenter Shop:

- **Patrick McCluskey** was hired for the newly created position of “Roofer”. He started his own roofing company in 1975 where he worked until coming to Creighton on September 8. He is married and has 3 daughter; 2 sons; and 8 grandchildren.

Central Receiving:

- **Jerry Nollett** was a self-employed furniture builder before joining the Moving/Delivery team on September 15. He is married and has 2 sons, Trevor – 13 and Tyler – 11. In his spare time he enjoys woodworking.
- **Andrew Johnston** joined Creighton on September 10 as the new recycling tech. He earned a Bachelor’s degree from UNL and was formerly employed as a Program Assistant for an elementary school. Andrew is married and enjoys working for Creighton and sleeping.
- **Clint Bertlesen** is the new recycling tech and started on October 20. He is married and enjoys fishing, gardening, and wrestling.
- **Andrew Ernster (AJ)** started on October 27 as part of the Moving/Delivery team. He is married and has a son named Quinn Scott who will be a year old on November 16. Andrew previously worked as a personal trainer with 24-hour Fitness. He is currently working as a part-time football coach at Bellevue West High School and taking classes toward a Bachelor’s degree in Exercise Science. In his spare time he enjoys coaching football, working out, playing with his son and hanging out with family and friends.

Custodial Services;

- **Brenda McGregor** is the new night Custodial Supervisor. She and her husband owned the construction cleaning company which oversaw the construction cleanup in the Harper Center. She also spent 5 years working as a sales associate at VonMaur. She has been married for 13 (wonderful!) years and has 3 (wonderful!) sons: Ethan age 11; Mason age 8; and Sam age 3. In her off hours she enjoys painting, cooking, and traveling and loves horses and the ocean.
- **Llu Bu** started at Creighton on September 8 and cleans the Linn Building and the Child Development Center. She is married and has a 12 year old child.
- **Sha Ra** started on August 4 as a custodian in the Boyne Building. She is married and has 6 children.
- **Dennis Cooper** came to us with several years of custodial services experience. He worked as a night supervisor with FBG Services for 2 years and Midwest Maintenance for 3½ years. He also is a Cooking School graduate and worked as a cook in Tampa, Florida. He is single and has a 23 year old daughter, India, and an 8 year old granddaughter, Myra, who live in New Jersey. In his spare time he enjoys basketball, tennis, bowling, and traveling. He is currently working as a custodian in the Harper Center.
- **Martha Pina** worked for 3 years at Daisy Fresh Cleaning Company before joining Creighton as a custodian on August 25. She is married and enjoys church activities.
- **Geh Htoo** joined us on September 2 and is working as a custodian in the Boyne Building. She is married and has 5 children.
- **Michael Brown** started as a night custodian in KFC on October 6. His brother, Stephen Watson works for Shuttle Services. He is single and has 4 children and 1 grandchild. His hobbies include exercising, Martial Arts, and going to the Movies.
- **Felicia Gladfelter** was working as a temporary on the Grounds Crews before becoming a full-time custodian in the Harper Center on October 27. She has a son De’Angel (3 years) and a 4 month old daughter Aracely. In her spare time she enjoys baking cookies and hanging out with her friends. Her brother, Lorenzo, works as the Energy Assistant in Energy Management and her Auntie April, works on the Grounds Crew.

(New employees continued)

Grounds:

- **Erin Stanley** started as a temporary worker on the Grounds Crews before becoming a full-time Laborer on September 27. Erin is currently single and has a 13 year old stepdaughter. He has been attending Metro Community College for 1½ years studying Heating/Cooling and works part-time at Philly Bar & Grill as a Bouncer. In his free time he likes to collect Hot Wheels and enjoys Space Art and Space Pictures.

Mechanical Engineering:

- **Matthew Rau** joined Creighton as a Maintenance Engineer II on September 30. Before coming to Creighton, Matthew served 20 years in the United States Navy and worked for Pottawattamie County as a Maintenance Worker for 6 years.



Steve King is the new supply person!

Innovative Team

The Innovative Team is seeking new members, people who are able to take an objective view of their work environment and formulate interesting and workable ideas to improve Facilities operations.

The mission of the Innovative Team is to create a better work environment within Facilities Management. The team develops inventive solutions for issues that directly affect employees within Facilities Management by concentrating on the enhancement of daily operations and communications. There is also focus on improving the working relationships and practices between Facilities Management and departments throughout the University.

We invite you to come meet the Innovative Team and learn about how you can contribute as a member. If you are interested please contact Dave Feder at 280-2357 or dfeder@creighton.edu by Tuesday, November 11.

Innovative Team Members

Mary Duda Dennis Graskowiak
Dave Feder Jessica Heller



News from Planning and Design **Fran Angeroth**

Planning and Design has a new look – come by and see the new vibrant and warm colors on our walls. There is also an additional workstation in the space to accommodate an addition to staff – a project manager. We hope to have a person onboard in the next few weeks.

The varieties of projects across the campus that may be of interest to you are:

- The Uniservice building next to Facilities disappeared one weekend while we were away. The demolition is in preparation for another building that is focused on wellness.
- The dumpster area with the broken bricks and tripping hazard has been replaced at BIC.
- Boyne Building – there are a number of small projects being undertaken in the building – removing walls, new carpet and paint
- Child Development Center has a new nature classroom in its outdoor area for the kids to explore and learn. It was a collaborative effort between Jessica Heller and Dave Feder to make this happen.
- Creighton Hall (formerly the Administration Building) has completed renovation on the first floor. It is home for the English Department from Communication Arts.
- The Criss buildings always seem to have renovation going on somewhere in the building so keep your eyes open for those. A number of spaces have been re-worked to move faculty and researchers around as they struggle for space in the buildings. The large sixth floor project is in the final stretch for completion.
- Deglman Hall full building fire sprinkler system and a wireless network upgrade was completed just under the wire. Thanks to the many of you with the FM shops and Environmental Services especially who made this possible.
- Kenefick Hall experienced an upgrade this past summer and now has a resident director apartment in the building.
- Law School roof work is finally done – HooRay!!
- Heider Hall and Kiewit Hall elevator projects have completed the first cabs in both buildings. The second cabs are underway with completion in December.
- Brandeis Hall roof is complete on schedule by the first week in August.
- Brandeis second floor has some new occupants from the Werner Institute over in the Law School.
- Old Market Clinic is in the process of expanding the size of the clinic. Design is completed, contractor is onboard and the first phase is scheduled to begin on October 29th.
- The Pittman building will be undergoing some much needed renovation. Starting with a new roof.
- The Physics Shop in Rigge Science has been expanded and a new lathe moved in as part of the process.
- Skutt Student Center completed replacement of their movable wall system in the ballroom that was original to the building.
- St. John's Church has a new sound system.

Updates on the Planning and Design staff



Congratulations to Dave Feder on his promotion to Project Manager I. Dave has been with P&D for six years, starting as an AutoCad specialist.



Chris Casey will return to work on November 1st after a fourteen month absence with the Guard. It is noted he left us as a single man and will return married – congratulations Chris!!

What's next in the economy?

There are a lot of concerns at the University that will present a challenge. The global economy will have an impact on Creighton as it has an impact on each of us. We will be doing more with less for the short term future. That is work that no one cares to do because you all work very hard now. The economy will drive changes, however and we should be proactive and strive to be part of the solution. Facilities Management will need to be very aggressive in energy conservation. Lights will need to be turned off. Vehicles will need to shut off rather than left at an idle. The building temperatures will be cooler in the winter and warmer in the summer.

We will need to look at more efficient ways of working so we can get more done in our 40 hour work week. The use of over time and being helped by non-benefited employees will be significantly reduced. There will be some things we won't be able to do as well as we would like because there won't be enough time and that is understood. We should not allow our standards to slip much, however. The reduction in help should not be an excuse for us not working. Others around campus are going through a similar situation and will be concerned as you are. Realize this is a short term problem and give that little extra in work and positive attitude to give others a boost.

Helpful hints

for

cell phone use

Ways to keep your Facilities Management cell phone minutes to a minimum:

- Use your 2-way radio whenever possible.
- When receiving a lengthy business call on your cell phone, call the person back to finish your conversation on a land-line.
- Limit your personal calls from your cell phone to emergency situations only.
- Use a land-line whenever possible.

And remember....there is a charge on **incoming** as well as **outgoing** text-messages

Workplace English Class:

Level 2, Workplace English class has begun. This 9-week class will conclude in December and includes both Hispanic and Burmese employees. Participants are:

- Yesenia Starks
- Martha Castillo
- Angelica Cepeda
- Marcella Barrers
- Elvia Reyes
- Marina Pina
- Maria Sanchez
- Brang Maran
- Sha Lo
- Lay Lay
- Aung Nang
- Hka Tawm



As winter approaches here in the mid-west, we need to be prepared **for snow and ice.**

During severe weather employees are advised to listen to newscasts on the mornings when severe weather conditions may force the closing or delayed opening of the University. You may also call the University Weather Hotline (402) 280-5800. The recording will indicate whether the University is operating under normal conditions, closed, a delayed start or curtailment of operations. If the decision is made to close, delay opening or curtail operations, charge the hours not worked to “excused time” on your timesheet.

In the event the University does not close, employees who may be concerned about safety in traveling to and from work may use their own judgment to stay home or leave work early (after consulting with your supervisor of course). However, you will be expected to charge the time off to vacation or leave without pay. **Sick time MAY NOT be used for this purpose.**

Note: Please remember that if you have been identified as “Emergency Personnel”, it is absolutely necessary you report for your normal shift schedule

Educate before you medicate!

Talk to your doctor or pharmacist about your prescriptions. Do you know what, how much and why you're taking the medicine you've been prescribed? Two out of every three doctor visits ends with a prescription being written. Use these helpful tips to avoid medication errors when visiting your doctor:

Before Doctor's Visit

In a notebook, record:

- ✓ Date of visit
- ✓ Doctor's name
- ✓ Reason for visit
- ✓ Symptoms/medical problems you're having
- ✓ How long you have had this problem or symptoms
- ✓ Questions you want to ask the doctor about this problem or symptoms
- ✓ List all prescription and non-prescription medications/vitamins/minerals you are taking now



At the Doctor's Visit

- ✓ Record any diagnosis (name of the problem) your doctor gives you
- ✓ Record the name and number of any other doctor that you should see about your medical problem

If your doctor prescribes medication, ask:

- ✓ What is the name of the medicine and what is it for? Brand or generic name?
- ✓ How and when do I take it? And for how long?
- ✓ What side effects should I expect, and what should I do about them?
- ✓ Should I take this medicine on an empty stomach or with food?
- ✓ Is it safe to drink alcohol while on this medication?
- ✓ If it's a once-a-day dose, is it best to take it in the morning or night?
- ✓ What food, drinks, or activities should I avoid while taking this medicine?
- ✓ Will this medicine work safely with any other medicines I'm taking?
- ✓ When should I expect the medicine to begin working, and how will I know if it's working?
- ✓ Are there any tests required with this medicine (for example, to check liver or kidney function)?
- ✓ How should I store this medicine?
- ✓ Is there any written information available about this medicine? Is it available in large print or a language other than English?

After the Doctor's Visit

- ✓ Call your doctor immediately if you are having any problems with your treatment
- ✓ Call your doctor or pharmacist if you think you are having troubling side effects with any medicine prescribed or recommended to you
- ✓ Record the date and time for any scheduled blood tests, x-rays, or other medical tests ordered by your doctor
- ✓ Record the date and time of your next visit

Easy Ways to Cut 100 Calories



Losing weight can be tough enough, especially if you're trying to cut calories each day to lose the recommended 1-2 pounds per week. Read below for some easy tips to cut calories without starving yourself!

Beverages

Split a 20 oz. bottle of soda with a friend. (save 120 calories)

Try 1 cup of sugar-free lemonade instead of the prepared kind. (save 103 calories)

Eat a medium orange instead of drinking 12 oz. of fresh orange juice. (save 106 calories)

Breakfast

Spread your whole grain waffles with 2 tablespoons of maple syrup instead of 1 tablespoon of margarine or butter. (save 110 calories)

Ditch the glazed donut and eat a bagel instead. (save 93 calories)

Top your whole grain bagel with 1.5 oz of fat-free cream cheese in lieu of regular. (save 108 calories)

Eat 3/4 cup oatmeal instead of a 1-1/2 cups of oatmeal. (save 97 calories)

Substitute 3 oz. of turkey sausage for a serving of pork sausage. (save 120 calories)

Snacks and Sides

Dip 1 cup celery into your favorite salsa or hummus instead of 1 oz. of tortilla chips. (save 125 calories)

Eat 2 oz. pretzels instead of the same size portion of potato chips. (save 94 calories)

Say no to 1 oz of deep-fried onion rings and instead enjoy 1 oz. of grilled onions with your meal. (save 92 calories)

Enjoy a healthy 8-oz. baked potato instead of 8 oz. of French fries. (save 104 calories)

Choose 3 oz. of mozzarella cheese for your sandwich instead of Swiss cheese. (save 108 calories)

Lunch and Dinner

Cut a 6 oz. steak in half and take the other portion home for another meal. (save 111 calories)

Instead of 6 oz. of crispy fried chicken with skin, eat 6 oz. baked chicken with skin. (save 102 calories)

Choose a slice of thin crust pizza over thick crust pizza. (save 106 calories)

Forget broccoli cheddar soup. A 7-oz portion of vegetable soup is better. (save 119 calories)

Unwrap your 13-inch tortilla wrap and make a sandwich on a 3-oz. whole grain bagel instead. (save 96 calories)

Condiments and Sauces

Dip your salad in a side of ranch dressing (2 tsp.) instead of pouring 2 Tbsp of dressing on the salad. (save 97 calories)

Skip the 5 oz. of Alfredo sauce and eat a whopping 7 oz. of marinara sauce. (save 129 calories)

Try either cheese or croutons on your salad—not both. (save 72-116 calories)

Instead of 3 oz. of regular sour cream, use a fat-free variety. (save 120 calories)

Sweets and Desserts

Serve ice cream in a dish instead of a waffle cone. (save 121 calories)

Try a healthier peanut granola bar instead of a peanut candy bar. (save 94 calories)

Finish dinner with 1 cup of low-fat frozen yogurt instead of regular ice cream. (save 121 calories)

Instead of 4 oz. of regular chocolate pudding, enjoy a sugar-free portion. (save 92 calories)

Leave that 1/2 cup of strawberry ice cream in the freezer. Enjoy 1/2 cup of fresh strawberries topped with 2 Tbsp of fat-free whipped cream as an alternative. (save 102 calories)

Cutting 100 calories here and there is an easy way to create healthier eating habits without feeling deprived. Try a few of these tricks and you'll be heading towards success in no time!

Source: www.sparkpeople.com



Campus News from Father Schlegel:

Now that the school year is up and running, I want to thank all of you for welcoming our new and returning students back to campus. By all indicators we are off to a good start. There are some things you should know so you can continue to tell the Creighton story.

► ***Enrollment:*** While awaiting a final report on enrollment, it is safe to say we had a very good year across all programs. As of today there are 987 new freshmen (two shy of an all-time freshman enrollment). It has been a positive year, given the economic and political uncertainties. The new class is geographically, ethnically, spiritually and economically one of the most diverse ever. Also, the Registrar is predicting a historically high total enrollment in excess of 7,000 students. ***Congratulations all around, but especially to our admissions and financial aid teams.***

► ***School of Medicine:*** As reported in my previous update, the University experienced an operating budget deficit during the fiscal year ended June 30, 2008. The deficit resulted from certain challenges associated with the School of Medicine clinical practice. A number of corrective measures are already under way, including recruitment of key leadership positions, restructuring of the clinical practice plan and business development efforts, to name a few. ***Creighton remains fully committed to medical education and the provision of high-quality patient care in support of that mission, and I am confident that efforts to address the current challenges will produce the necessary financial improvements.***

► ***Construction:*** The Harper Center is open and running and playing to rave reviews. The dedication went well. Thanks all around to the many colleagues who made that dedication such a memorable event. It is evident Creighton has a new "front door." The Venteicher Mall has been blessed and we can now walk from Morrison Stadium (18th Street) to Gallagher Hall (27th street) uninterrupted, save for modest traffic at 24th Street. The first block of the Webster Street Mall between Harper and Davis Square as well as the 21st Street Mall are both functional.

Somewhere amidst the city's sewer separation project, the footprint of the Ryan Center and D.J. Sokol Arena is becoming a reality. Quite honestly, given the construction surrounding the campus, it is pretty hard to get a feel for this developing project, but I am confident it is there and under way!

► ***Strategic Planning:*** As you know, the University has been engaged in a strategic planning process since the fall semester of 2007. The latest draft of the plan is now available for the entire University community to review. It can be found at <http://cobacourses.creighton.edu/planningretreat/>. (If you access the website from home, you must log on to VPN first). I invite you to comment on the plan by sending an e-mail to Dr. Tom Purcell at tpurcell@creighton.edu. Tom will be visiting standing University groups and will hold several open forums, to be announced later. Comments will be welcomed until October 6, 2008 so the plan can be finalized this semester.

John P. Schlegel, S.J.

President

University Holidays



Thanksgiving Break:
November 27 & 28

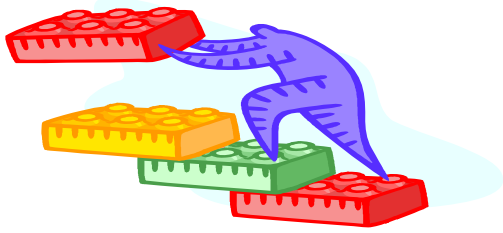


Annual President's Christmas Luncheon
Tuesday, December 23

*Merry
Christmas*

Christmas Break

Wednesday, December 24 thru Thursday, January 2
(Return to work, Friday, January 3)



Building Work Relations

Diversity and adversity characterize most every workplace. They're what make work interesting and challenging, though sometimes stressful. Discover the key to strong work relationships:

- **Be reliable.** Others depend on you to be on time and to do your share.
- **Be responsible.** Own your mistakes and don't be too big to apologize.
- **Be polite.** Set a good example.
- **Communicate right.** It reduces confusion and mistakes.
- **Listen actively.** It's the key to learning.
- **Stay flexible.** Change is a constant.
- **Maintain a positive attitude.** It's contagious.
- **Respect each other.** Keep the team strong.

Best advice: Always show kindness and encouragement. You'll never regret being patient, especially at times when others are trying to cope with added stress.

Personal Best Healthlines
October 2008

Remember to



Tuesday, November 4