



FPM NEWSLETTER

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IN THIS ISSUE...

2019 Outstanding Service Awards
Centralized Recycling
AVC of FP&M and Campus Planning Move to Enderis
Kudos
Important Dates

FPM Fall Engagement Event

On November 13, 2019, FPM held its first FPM-wide employee event to update everyone about the FPM Engagement Survey conducted in 2018 and where we are now with responding to the survey. Staff also got a chance to learn about the training tools available to them, such as LinkedIn Learning. Treats, conversation, and feedback were all enjoyed! We hope there are even more FPM employees at the next all-FPM Event!

2019 Outstanding Service Awards

By Debbie Downer, Environmental Services

Alisha Andrews and Glenda Watkins were recently honored at the outstanding Service Awards ceremony held on October 16, 2019. Employees that receive the awards are nominated by others and nominations go through a highly competitive review process. Only the most outstanding employees receive these awards. The awards also come with a cash payment.

Alisha won her award because of extraordinary efforts to help a young student who had accidentally thrown away her wallet outside a classroom in Enderis Hall. She didn't discover it until the next morning after the trash had been removed and thrown in the dumpster. Panicked, she found Alisha and asked her if she knew where it was. It didn't take too long for Alicia to figure out it had either been taken by someone else or was thrown out in the trash. Despite the driving rain that morning, Alicia put on her outer jacket (which was not recommended PPE for dumpster diving) and went into the dumpster to sift through the bags of trash looking for the

wallet. Luckily, after about 20-30 minutes of searching, she found it and saved the day for



Photo: 2019 Outstanding Service Awards, Vice-Chancellor of FAA Robin Van Harpen and Debbie Downer with Glenda and Alisha. (Photo Credit: Tom Piccorelli)

this young international student. Dumpster diving is not part of a custodian's normal duties and this went far beyond the call of duty.

Glenda earned her award because of continued outstanding care she provides her building. Glenda's co-worker left for another job and she took on ALL of his responsibilities without any complaint. She cleaned Garland, Pearse & Vogel, largely on her own. Glenda was then in an auto accident and broke several ribs. But, she wasn't out long and was back at her job which then included shoveling A LOT of snow, (still never complaining). The occupants of her building nominated her for this award because of her hard work and the smile that's always on her face.

They both sat down for an interview so we could learn more about both outstanding University Staff members.

Tell us how long you've been at UWM.

Alisha: 3 years

Glenda: 4 years

What do you do when you're not working at UWM?

Alisha: Go to school and take care of my 3 children.

Glenda: Take care of my Uncle and enjoy my pets.

Please tell our readers why you did what you did that caused you to win the Outstanding Service Award?

Alisha: I didn't know I was going to get an award, but I honestly did what I did because I was in her shoes before and I know how it feels to lose things, especially something as important as her wallet. I just wanted to help because I know that's what I would have wanted someone to do for me.

Glenda: I did it because I cannot let the people down, and it is part of my job. Your buildings are a reflection of you and your supervisor.

Were you surprised when you learned you had won the award?

Alisha: Yes, REALLY, I was cause I really didn't think too much of it.

Glenda: VERY MUCH... I was overwhelmed!

What do you like most about your job?

Alisha: My Supervisor, my co-workers, and the people on my floors cause they all make me feel welcome.

Glenda: The people.

If there was one thing you could change at UWM, what would it be?

Alisha: One thing would be to be able to get PTO instead of a set Amount of time for vacation.

Glenda: Even though we did just get a nice raise, a little more money would sure make life easier.

Centralized Recycling at UW-Milwaukee

By Kate Nelson, Office of Sustainability



Contamination and the fall-out of global recycling markets nearly led to the collapse of recycling on campus. A new centralized collection program will help build resiliency to

these outside markets, save money, and keep this fundamental environmentally-friendly practice in play.

As of January 1st, 2020, UWM must ensure that no plastic bags enter the recycling stream. This includes the typical bags that Environmental Services collects in. Such bags ensnare equipment on the processing end, slowing down the sorting downstream and hurting the economics of what our plastics, glass, aluminum, paper, and cardboard become. A cross-campus work group, led by Laura Stevens in the Office of Sustainability,

developed a strategy to improve things. The team kept in mind safety, cost (upfront and ongoing), as well as impacts on labor, resiliency to market changes, and legality of the new measure. Centralized, off-site collection rose to the top to collect recycling while keeping bags out of the hauler's collection. The forty-nine separate 4-8 yard recycling dumpsters spread around campus will go away. All buildings will have a designated dock space and container(s) to collect the clear bags of recycling. Two new staff will go around campus daily to collect these bags, bring them to a new compactor at the University Services and Research Building, and open them into the compactor, eliminating the bag from collection. Once this operation is in place, the Office of Sustainability will be reviewing the challenge of removing bags all together, but this is proving to be a deeper dive.



This new centralized recycling process will save UWM ~\$110,000 annually. Further reductions and cost savings are also under review to capture the most value out of all our downstream resources.

For users, nothing will change. The blue bins with the clear bag are still where you put all your acceptable recycling.

Remember these five points in recycling at UWM-

1. On Average, 40% of our waste COULD be recycled.
2. Recycling guidelines change – always check your area guidelines for accepted recyclables.
3. Remember the basics at UWM: paper and cardboard, glass, aluminum, and plastic bottles and jugs.
4. Refuse Single-Use Items (Straws, Napkins, Containers, Bags, etc) Pack a lunch and BYO cup and/or mug.
5. When in doubt, reach out!

www.sustainability.uwm.edu

Kudos



Congratulations to Alisha Andrews and Glenda Watkins (Environmental Services) for their Outstanding Service Awards.

Thank you to Paul Thompto (Facility Services), Tony Vogel (Facility Services), Jennifer Herriges (University Safety and Assurances), and Megan Diesslin (University Safety and Assurances) for their collaboration to identify underperforming fume hoods in Chemistry and return them to a safe, usable condition. Without their collaboration, the researchers were unable to perform aspects of their research.

Thank you to Facility Services from University Safety and Assurances for the tasks they perform day-in and day-out that directly or indirectly influence safety, such as fixing an exit light, leaky pipe or broken handrail, posting a wet floor sign, clearing snow and ice, or reminding a colleague to wear PPE to name a few makes a difference in ensuring the safety of the UWM community.

Congratulations to Danielle Rintala (University Safety and Assurances) for earning her credentials as a Registered Biosafety Professional. In addition, she recently launched an electronic submission system for the Institutional Biosafety Committee after many long months of developing and testing the system. University Safety and Assurances is proud of her dedication, expertise and collaboration.

Thank you to all the organizers and speakers (Dawn Aguilera, Andrew Avery-Johnson, Lauren Groh, Christi Larson, Glenn Morgan, Danielle Rintala, Leah Stoiber, Bob Peck) of the FP&M Engagement Event on November 13th. FP&M is grateful for their talent and dedication as these efforts are in addition to their other job responsibilities.

Campus Planning & AVC FP&M Offices Relocate to Enderis

By Mike Priem, Campus Planning

Making way for the expansion of the Shared Services initiative in Engelmann Hall, Campus Planning & Management and the Associate Vice Chancellor for Facilities Planning & Management offices have relocated to the 6th floor of Enderis Hall, effective December 9th. The new suite is Enderis 670, located on the North East side of the building. An open house event will be scheduled sometime after the winter semester.

Important Dates to Remember

December 24 and 25	Christmas Eve and Christmas Day, Legal Holidays
December 31	New Year's Eve, Legal Holiday
January 1	New Year's Day, Legal Holiday
January 2	Pay Date, Monthly Pay Schedule
January 8	All Employees Professional Development: Successfully Managing Change, 9:00-11:00 AM, Gold Meir Library, 4 th Floor Conference Center
January 9	Supervisors Professional Development: Creating Conditions that Motivate, 9:00-11:00 AM, Gold Meir Library, 4 th Floor Conference Center
January 2, 16, and 30	Pay Dates, Biweekly Pay Schedule
January 15	Academic staff self-evaluation due to supervisors
January 20	Martin Luther King Day, Legal Holiday
January 21	Spring Semester Classes Begin
January 31	Pay Date, Monthly Pay Schedule
February 1	Academic staff supervisors due date for responding to academic staff self-evaluations
February 13	Supervisors Professional Development: Understanding Complex Compliance Requirements, 9:00-11:00 AM, Gold Meir Library, 4 th Floor Conference Center
February 13 and 27	Pay Date, Biweekly Pay Schedule
February 28	Pay Date, Monthly Pay Schedule
March 12	Supervisors Professional Development: Successfully Managing Conflict, 9:00-11:00 AM, Gold Meir Library, 4 th Floor Conference Center
March 12 and 26	Pay Date, Biweekly Pay Schedule

Sign up for UWM HR Professional Development Opportunities at: <https://uwm.edu/hr/professional-development/>

Provide feedback at: <https://uwm.edu/facilities-planning-and-management/contact/>

Want to feature something in the next quarterly newsletter? Send your ideas, comments, and/ or suggestions to: rintala@uwm.edu. Thank you!