

SPECIAL POINTS OF INTEREST:

- Announcements
- Upcoming Opportunities
- From the Desk of the AVP
- Tricks of the Trade
- Chili Cook-off
- Planning, Design and Construction
- Step for Sustainability
- Spotlight
- President's BBQ
- Safety Corner

CHARACTER CORNER

“Appreciation is a wonderful thing: It makes what is excellent in others belong to us as well.” - Voltaire

“Gratitude can transform common days into thanksgivings, turn routine jobs into joy, and change ordinary opportunities into blessings.” - William Arthur Ward

“Wealth is the progressive realization of worthy goals, the ability to love and have compassion, meaningful and caring relationships.” - Deepack Chopra

Announcements

- ◇ Thank you all for participating in our 1st Annual Facility Services Chili Cook Off. What a success! We plan to make it happen again next year. The contest winners not only got the fame and glory but were also the recipients of some generously donated gift cards.
- ◇ Season of Giving! Thank you to those of you who gave to those in need through our food drive this year. **The Annual Facility Services Food Drive was able to give food to 19 families in need!**
- ◇ The Annual Nancy Neubeck Scholarship was awarded this fall to a Facility Services Student Employee Carly Lenhardt from GMM. Congratulations!
- ◇ Facility Services is looking for a new NAU United Way Campaign Champion! If you are interested in volunteering please contact your supervisor. This is a great chance to help people in your community.
- ◇ 50/50 Split the pot will be happening at the Annual Winter Feast be prepared.
- ◇ We will be having a Horrible Sweater Competition at this years Winter Feast break out your best to celebrate and have a great time.

FACILITY SERVICES CHILI COOK OFF WINNERS!!!

BEST FLAVOR:
#8—**GABRIEL GURROLA**
MOST UNIQUE:
#18—**MIKE STANDISH**
HOTTEST:
#19—**MARK GALLEGOS**



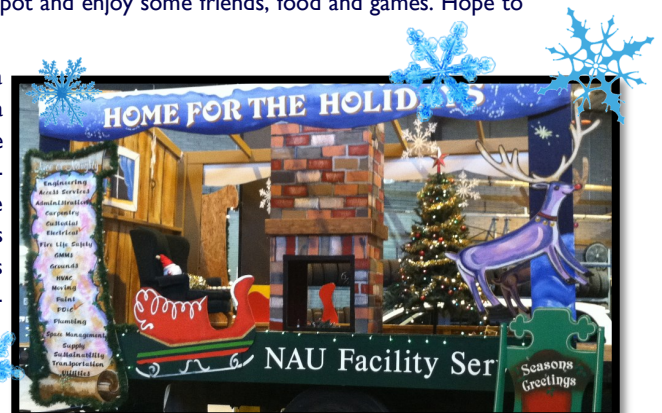
- ◇ Facility Services employees have a **Thanksgiving Tree** in the lobby, please share what you are thankful for this year. Write your message on a leaf and add it to the tree.

Thankful

Upcoming Opportunities

The **Winter Feast** will be held on Wednesday, December 9th from 11:30am to 1:30 pm, with the raffle drawing at 12:30 pm! It will take place in the usual location (Transportation). This is always a great time to enjoy the holiday spirit, enter a raffle for the split the pot and enjoy some friends, food and games. Hope to see you there!

Some of you may remember that last year a group of enthusiastic FS employees entered a float in the **Flagstaff Light Parade**. There were many hands on deck to help make it happen, but we can always use more help and more people to participate !! Our theme this year is “Santa’s Work Shop”. We will be dressed as elves and toys for this years’ entry on December 12th. Please get in touch with Josh Spear, Taryn Williams or Juan Garcia if you would like to be a part of this. Kids are welcome!

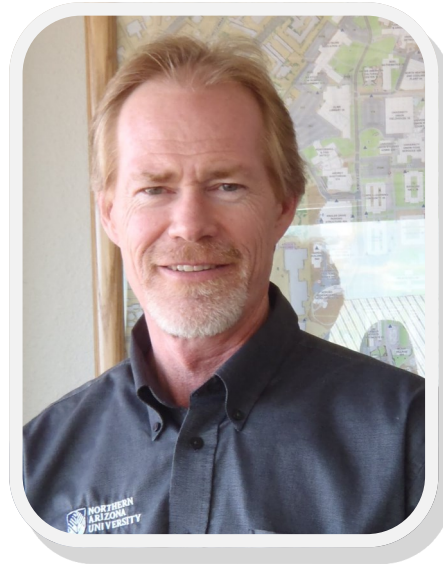




From the Desk of the AVP

Creating & Celebrating Milestones

It has been a busy day, nose to the grindstone, hot and dirty and did anyone even notice? We do notice, so let's take the time to create and celebrate milestones. At work, it can be easy to get caught up in the day-to-day of deadlines, meetings, customer concerns, and endless



"Expand on people's stories – what are they doing to make the organization successful"

emails. However, taking a moment to appreciate workplace milestones can be good for employees and good for our organization too. At the most basic level, everyone needs a little appreciation once in a while. Celebrating workplace milestones helps workers feel appreciated for their contributions, giving them a sense of purpose, driving employee engagement and helping to improve performance. When people are not having fun, when they are not recognized for outstanding performance, when no one says 'thanks,' they can easily become disengaged and feel unimportant.

Celebrating together reinforces the fact that extraordinary performance is the result of many people's efforts. By visibly and publicly celebrating people's accomplishments, we can create a sense of community and sustain our team spirit. By basing celebrations on consistency with key values and attainment of critical milestones, we can reinforce and sustain our focus. In our fast paced world do we have time to stop and celebrate? I propose that in order to deal effectively with this fast paced world we must stop once in a while to celebrate, or we lose the ability to bond and we ultimately stifle our ability to CREATE innovation. One thing we do not want to be known for is a place where "fun goes to die."

Social interaction increases individual's commitments to the standards of the group and has a profound effect on people's well-being. Intimacy heals; loneliness depresses.

When people are asked to go beyond their comfort zones, the support and encouragement of their colleagues enhances their ability to resist the debilitating effect of stress.

We must create a culture where encouraging the heart is something everyone should do. Celebrating exceptional efforts and achieved successes provides opportunities to showcase role models for others to emulate. Celebrations make people's experiences memorable, often even in ways that they could not have envisioned, and serve as a marker for future behaviors. Creating a culture of celebration also builds and sustains credibility, adding vitality and a sense of appreciation to the workplace is essential.



Awards & Recognition

To encourage the heart, we must celebrate the values and victories by creating a spirit of community. This means we have to:

- Identify keep milestones or activities that are worthy of recognition.
- Find and create occasions to bring people together.
- Be sure to make connections to the fundamental principles when we are holding a celebration.
- Expand on people's stories – what are they doing to make the organization successful.
- Never pass up an opportunity to publicly announce how people in our organization went above and beyond the call of duty.
- Hallways, elevators, and break rooms, in addition to meeting rooms and office areas, are all acceptable venues for telling and posting stories of successes and accomplishments.
- Make certain that people understand how they are “part of the whole” and that lots of others are working to make them successful, even if they do not know them. Repeat this phrase at every celebration: “We are all in this together”.
- Plan a festive celebration for even the smaller milestones that your team reaches. Don't wait until the whole project is completed before you celebrate.



- Have fun when you are celebrating – laugh and enjoy yourself – you and your team deserve it.
- End each of your team meetings with a round of public praise.

Something as small as filling out a We Caught You Caring form lets someone know they are appreciated.

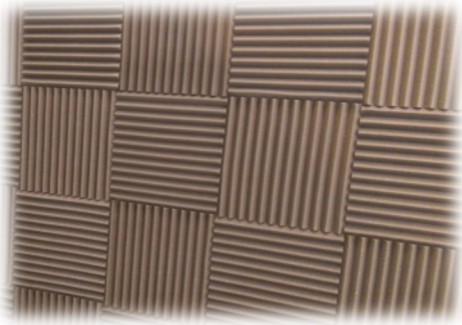
Paraphrasing something Scott Perelstein stated – “If we do not make celebrating a part of our culture, then we can easily plow through day after day without taking the time to mark our accomplishments. Any supervisor or any employee could make this happen in their area. We don't need to know about them, and they don't have to cost money - they just need to happen.”

We are doing great things with great people, so I encourage everyone to find ways to create and celebrate milestones. I thank you all for what you bring to our organization.

We have so many landmarks that we can find time to celebrate around. It could be finishing a new hire's six-month probation, a period of zero injuries, bringing a project in on time, completing the summer blitz, opening the campus after a heavy snowfall, etc. Acknowledging even the smallest of milestones can create a sense of community. Now, I am not advocating wild parties every day, but teams who celebrate together regularly form stronger bonds, which strengthens the workplace culture overall. Celebrating milestones does not require an expensive, grandiose event every time. Look at the small victories your team achieves every day and find small ways to let them know you appreciate them.



Tricks of the Trades



NAU Trades stepped up to help the sound quality in the Science and Health facility by creating sound absorbing walls.



Here is the 21's birthday of "Michelle's Last Donut"

Michelle was a student worker who graduated 21 years ago. This donut has hung on the Paint Shop wall since she left until Mark Gallegos created a memorial case for it. This is just one sample of the creativity and fun we have in our departments.



A huge thank you goes out to the NAU Paint Shop for their great work on our hallways. This is a big improvement to our space and shows the clients that come to our area the excellence that they can expect when we work on their facilities

First Annual Chili Cook-off

Thank you to everyone who participated in the Chili Cook-off it was a great event that proved we are all here as a team and a great organization. We will continue to have these events so if you missed this year please be ready to beat our winners. Thanks again for all the fun!



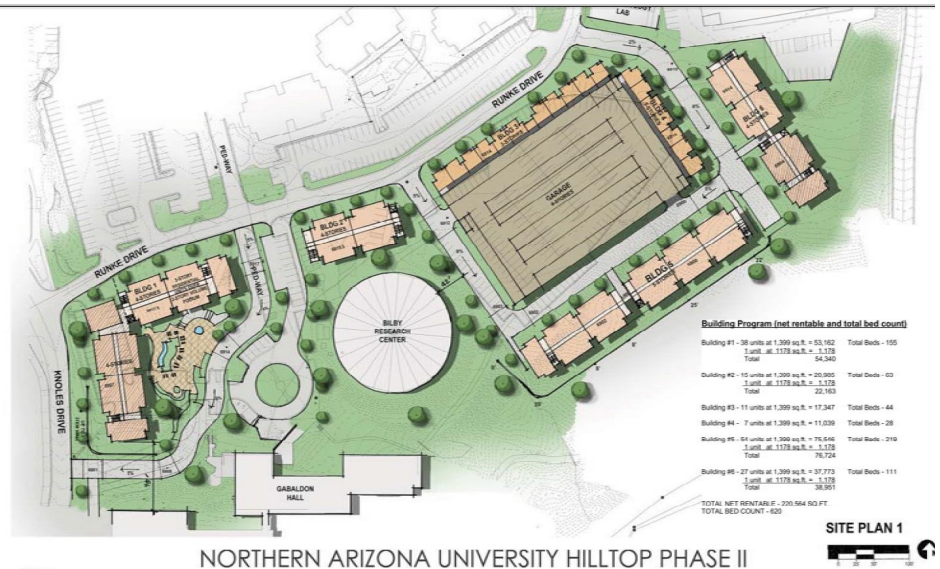


Planning Design and Construction

NEW RUNKE DRIVE STUDENT APARTMENTS

Project Description:

This is a +/- 620-bed student housing project with a structured parking garage located north of Gabaldon Hall and the Bilby Research Center at Northern Arizona University. The residential buildings consist of six different building types (approximately 275,705 gross sq. ft.). The buildings will consist of three, four and five story wood framed structures.



NORTHERN ARIZONA UNIVERSITY HILLTOP PHASE II

SAS Completion:



The building will provide a one-stop shop for student services including Admissions, Office of the Registrar, Financial Aid and Student Accounts. It also will be home to the new Lumberjack Mathematics Center, faculty offices, and a 154-seat auditorium. Four floors, approx. 100,000 sq. ft.



THE "WHO CARES"... WE DO!



Green NAU Wine of the Year! (Don't Bring Glass to Tailgates!!)

Since last year, Green NAU has been recycling at home football game tailgate parties. Before we started recycling, hundreds of pounds of recyclable materials and glass ended up in the landfill.

NAU cannot recycle glass at these events, so we encourage everyone attending the tailgate parties to purchase beer in aluminum cans, as well as canned or boxed wine.

In an effort to educate tailgate attendees about the benefits of canned or boxed wine, Green NAU partnered with Vino Loco to hold a wine tasting event to determine the best boxed/canned wine to bring to NAU's tailgate parties



Besides being recyclable at tailgates, boxed wine has a carbon footprint that is less than half of the equivalent bottles ([Source](#)) and less packaging = less waste (85% less waste). Also, aluminum cans are infinitely recyclable!



Jacob Dottle, the communication intern for the Environmental Caucus, interviewed Gabriel Holden from Vino Loco about the Green Wine of the Year event, and Carole Kennelly from the Grand Canyon Wine Co. about their winning canned wine.

Vino Loco's Gabriel Holden explained that "our culture at Vino Loco has always strongly supported hosting events promoting a progressive cause such as Green NAU's Green Wine of the Year. Boxed and especially the higher quality canned wines have been increasing in sales at Vino Loco, and I would expect them to become much more mainstream in the coming years. I would expect to see them at every gas station and liquor store around the country sooner than later. The event at Vino Loco sponsoring Green NAU's Green Wine of the Year was a success! There were about fifty people who participated and voted for the year's winner – Grand Canyon Traveler Red Blend & Grand

Canyon Traveler White Blend—both a canned wine."

Winner of Green NAU's Wine of the Year: Grand Canyon Winery's Arizona Red Wine

Carole Kennelly, from Grand Canyon Winery, explained their efforts to make a more sustainable product, "We decided to do the wine, which came out about two months ago, and is 100% Arizona wine. All of our grapes come from seven vineyards in Arizona, predominantly from the Wilcox area and the Verde Valley. Many other wine companies get their grapes from California or from overseas. This contributes to large amounts of air pollution due to the transportation process. Obtaining our grapes from local vineyards helps reduce our impact on the Earth."



"Our main reason for making wine in a can is because we love mountain climbing, river rafting, and other outdoor activities, where bringing wine in a bottle is not very practical. Many river rafting trips do not allow people to bring glass bottles, due to the possibility of the glass breaking in the river. The wine in a can allows people to bring smaller portions of wine with them while minimizing on weight and trash."

"The green wine event was great! It really helps to pull the community together and to have a great time. It is really great to team up with local businesses," Carole concluded.



GRANDCANYONWINECO.COM

→ BECAUSE WE CAN ← "The wine can be bought at the Barrel and Bottle House, which is located on the corner of Cottage and San Francisco. The wine is sold in single 8oz cans or in 4 pack of cans. Proper Meats and Provisions serves up delicious local fare at the Barrel + Bottle, so this gives people a chance to try our wine, beer and have a little bit of food."



Spotlight



Happy Fall Y'all!!

Let us introduce you to another member of our Facility's team! Mr. Lloyd Drinkard. As he spends a lot of time with his head in the clouds (literally, as he is one of our roofers) you may not have had an opportunity to meet him. Lloyd is another happy Flagstaff resident. Born in Albuquerque, Lloyd has also lived in Seattle and Tucson, yet he finds himself most at home in our little town!

Lloyd has held positions with NAU for more than 18 years! Currently, he is a Roofer for the Carpentry Shop and spends much of his time supporting PD & C by performing construction inspections. Before becoming a Roofer, Lloyd was one of our Carpenters for seven years. Carpentry is still a passion for him as he enjoys working with his hands and applying his skills to the trade. He is a hunter and a fisherman, both activities he appreciates in his spare time. Before coming to NAU, he worked in the Residential sector in HVAC.



He is a man with many hats! Outside of being Roofer, Inspector, Carpenter, co-worker, he is also Husband, Father, and Grandpa!! As Grandfather to five grand-kids, he is already prepping for the holiday season, as I am sure we can all relate. .

Welcome Back BBQ

A BIG thanks goes out to everyone who participated in the set up, k and had fun at, the President's "Welcome Back BBQ". If you missed it, not to worry! You might get your chance next year to DUNK the AVP...



Safety Corner

Introducing the New Safety Vending Machines

DECEMBER 10, 2015

**Join us: 8:00AM to 3:30PM
In the Facility Services Break Room**

Technology Consulting

On Thursday, December 10th, Facility Services will be presenting our new Safety Vending Machines with displays and presentations from various vendors consulting on Personal Protection Equipment (PPE). Please join us for food and beverages while discussing and learning how to use the new PPE Vending Machines which will be located in the main hallway next to the existing machines

