

About Our New Look

The Plant Exchange, the Plant Operations newsletter is seeking to reach a greater audience with our new look! In keeping with the Division's strategic plan goals, we are determined to become better stewards of the newsletter's financial resources. *The Plant Exchange* staff is striving to provide timely, meaningful news and information about each department through *The Plant Exchange*. Our key goal is to disseminate articles of interest for individual departments as well as to the larger Plant Operations community.

In order to meet the charge made by the Plant Operations Lead Team to revamp *The Plant Exchange*, we conducted a survey to discover what you would like to read in *The Plant Exchange*. Your responses provided us with the "roadmap" to shape and design the newsletter to fit the desires and needs of all of our community members.

Many factors played a role in the decision to eliminate individual departmental newsletters and opting for *The Plant Exchange* as the main vehicle to communicate our interests, business and achievements with each other. The staff of *The Plant Exchange* newsletter hope our "new look" is more timely, meaningful, thoughtful and creative as a newsletter!

Please let us know what you think!

Plant Exchange Staff

Valerie Amo, Plant Operations
David Judge, Building Services
Kristin Miller, Grounds Department
Paul Pritzlaff, Building Services



Anocha Cornell, PBS Area Manager, shaking hands with President Coleman at Crisler Arena's main stage at President Coleman's Inauguration, March 27, 2003. Photo by Paul Pritzlaff.



Anocha Cornell, PBS Area Manager, walking with faculty at President Coleman's Inauguration March 27, 2003. Photo by Paul Pritzlaff.

Building Services is Proud of One of Its Own

Anocha Cornell is a highly valued and "one of a kind" manager in Plant Building Services! If you ask any staff member in Building Services or in Plant Operations that is probably the response you'll get. Anocha's dedication, perseverance and expertise are seen and felt everyday on the campus in her interaction with faculty, staff, students, and guests. As proof of that, Anocha was selected by the University constituency to be a representative member on the Presidential Search Advisory Committee. Anocha directly participated in helping the University of Michigan pick its new president, Mary Sue Coleman who came from the University of Iowa. President Coleman's Inauguration was held at Crisler Arena on March 27, 2003. The event was spectacular with many speeches, songs and luminaries attending from around the country marking this special event for both the University of Michigan and Plant Building Services. Building Services is honored to have had Anocha play a key role in determining the University's future.

Paul Pritzlaff, Building Services



Rich Robben, Director
Photo by Betty Alberts

2004 Budget Challenges

Before I begin my message I would call your attention to our new Plant Exchange newsletter. This is one of our cost reduction efforts to consolidate the three independent newsletters in Plant Operations into one comprehensive issue that we plan to issue bi-monthly to the Plant Operations team. I believe this to be a good source of information about what is occurring on the University and local division fronts. I encourage you to take the time to read it. I would also like to thank the editorial crew as well as the many authors and contributors.

We have just completed some momentous events and will face some significant milestones during the coming months. Over the past year Plant Operations has been faced with the largest budget reductions in recent memory. Reducing our fiscal year 2002 funding by over 6.5 % or more than \$3 million is no small feat. I thank all of those who have participated in the process identifying areas where we could make cost reductions. Clearly, a reduction in activities of this magnitude will not go unnoticed in our day-to-day operations. Reductions in overtime, the transfer of effort away from General Fund to Customer pay work, and the loss of many important recognition activities will all make the work environment seem less people-focused and more harsh. But I want to assure

everyone that our collective efforts have been first and foremost designed to protect our workforce. In keeping with our Vision 2005 business plan, we have a mission of supporting the University of Michigan. Those of you that have taken time to familiarize yourselves with the plan know that we believe the best way and really the only way to meet our mission objective is through a competent, empowered and motivated workforce. We will gradually, as funds permit, restore many of the lost recognition activities, training opportunities and even overtime. I'm ever confident that your ingenuity will continue to identify process and technical improvements that will save resources which can then be redirected back into these "People" activities.

We have some new challenges on the horizon that are much less onerous. The Skilled Trades members of our Plant Operations team are now negotiating with the University for a new contract. This is certainly a difficult time for this activity. Often management and union objectives are not in alignment and that may seem to be even more the case during tight financial times. Nonetheless, I am confident in the negotiators on both sides and know that, in the end, a fair and equitable agreement will be approved. For my part, I will work to assure that no one part of our team bears an disproportionate share of the burdens of these financial times. Hopefully our commonality of purpose will be strengthened in the end. By the time this article is published we will know the results of our efforts.

Finally, we expect to bring the new Life Sciences Institute, and the Commons buildings on-line in the Fall of this fiscal year. The staffing of these buildings should provide opportunities for advancement for some of our workers and several new positions across the department. . The new postings and assignments will be occurring soon. I would also like to call your attention to the Facility Maintenance section of the Exchange and to the excellent work performed by many in Plant Operations in developing a new method for identifying the resources needed to maintain campus facilities. Is should make a real impact in future funding requests.

It seems strange that there are times during which we grow while at the same time we reduce. All too often, this is the nature of our business and the result of funding methods used by universities. In the end, however, we will be a broader, leaner, more focused operation. Our commitment — to our people, to our mission and to the University of Michigan community we serve — will remain unchanged.

About the Plant Exchange

The Plant Exchange is produced by members of the Plant Operations Division at University of Michigan. Its purpose is to inform its staff and the University community of activities, accomplishments and information about Plant Operations and the work we do.

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Johnson Wax Professional and Building Services Partner in Training Seminar

During the University's spring break in February the custodial supervisors from Building Services participated in rigorous classroom instruction, field testing and training to keep up on the latest technical advancements, industry innovations, product improvements, and maintenance protocols. This two-day event took place at the recently renovated Mason and Haven Halls on central campus that provided the ideal setting for the technical training seminar. Mason Hall is heavily traveled by students and poses daily challenges for Building Services custodians especially with the newly installed granite floors and glass wall events and activities posting kiosk. Building Services continually addresses the staff's ongoing professional development needs. The maintenance industry as a whole is increasingly responding to the needs of its customers to incorporate the latest technologies in detergents, finishes, maintenance equipment and procedures. Building Services is recognized as a leader throughout the Big Ten and the country for innovative approaches in maintenance, safety and ergonomics.

Paul Pritzlaff, Building Services



Colette Donner running a floor scrubber at Johnson Wax Professional Technical Training during U-M Spring Break. Photo by Paul Pritzlaff.



Jim Abbott from Johnson Wax conducted the technical training. Photo by Paul Pritzlaff.



Buz McElroy, custodial supervisor. Photo by Paul Pritzlaff.



Anna Tobias, training coordinator, takes a break during the field exam. Photo by Paul Pritzlaff.



Professor Bryan Pflingst presents the University's Distinguished Staff Award to Robert Little. Photo by Paul Pritzlaff.



Coach Carl Smith presents Robert with a letter of recognition from Director Nathan Norman. Photo by Paul Pritzlaff.

Building Services Employee Receives A+ from KHRI

Robert Little is an essential ingredient at KHRI Medical Campus! The staff and faculty of Kresge Hearing Research Institute on the medical campus recently honored Robert for his exemplary custodial service. The staff at KHRI nominated Robert for the 2003 University's Distinguished Staff Award annually presented to deserving U-M staff. As well, Robert was honored in a very special and personal way on May 30 at KHRI with a home-style potluck. Robert's coach and supervisor, Carl Smith from Building Services remarked, "Robert is one of the best people I have had the opportunity to work with in my 19 years with Plant Building Services. He is not only a good worker; he is also a good person. He is an asset to our department and to the Kresge High Performance Team." Diana C. Gilham from the Finance Office at KHRI said, "We are holding a potluck in Robert's honor to recognize and appreciate his hard work and dedication."

Paul Pritzlaff, Training Coordinator



At the appreciation potluck ... Photo by Paul Pritzlaff.



Robert Little and his well deserved awards. Photo by Paul Pritzlaff.

An Intern's Perspective

My name is Kevin Morgan and I am an architecture student working as a project intern under Rick Eathorne and Alan Swan. In the last few months, I have received an education in itself. I have learned many skills and processes of construction management and most importantly its need for a healthy relationship with the architect. After just a few projects, I realized that the responsibility an architect has in being the conduit of communication between the design and the built form is extremely crucial. Without effective communication, clear assignments of responsibility, and willingness to work as a team, a project cannot be finished as smoothly as if proper preparation and focus existed.

I hope to leave this internship with Construction Services having a more informed vision of what design and construction are, along with understanding the need of a healthy relationship between the two. I am thankful for all of those who continue to develop my education through this internship and increase my appreciation towards construction and construction management.

Kevin Morgan, Project Intern



Kevin Morgan. Self portrait.

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• **Correction:** We apologize for omitting
• the following statement in the Winter
• 2003 *Plant Exchange* article, "U of M
• Skilled Trades Apprenticeship Program".
• The trades positions that require licens-
• ing include electrician, plumber **and**
• **elevator mechanic.**
•

FACILITIES MAINTENANCE

Apprentice Designs More Ergonomic Process

A few months ago, when the Sheet Metal Shop received a new sheet metal shear machine, Apprentice Don Paschal began to toy with the idea of designing a bench to catch the heavy sheet metal as it comes out of the shear, and lift it up safely from the floor. The idea was to avoid having to manually bend and lift the heavy sheet metal to waist level.

Don went ahead and drew up a design, got the go-ahead from his foreman, Ralph Rose to build it, and enlisted the help of welder Tom Harrison to fabricate his bench. The finished product, as seen in the photo, works like a charm at relieving the strain on one's back when manually lifting sheet metal. Don estimates that he saved the University several thousand dollars by building rather than purchasing a similar but less functional commercial available bench.

Tom Sullivan, Training Coordinator



Ergonomically-sound bench designed and built by Apprentice Don Paschal and Welder Tom Harrison. Photo by Tom Sullivan.



Tom Harrison, (l), and Don Paschal (r) stand behind their finished product. Photo by Tom Sullivan.



Staff had a chance to learn first-hand how to use the digital multimeters, scopes, and other tools. Photo by Tom Sullivan.

Electrical Measurement Safety is No Fluke

On June 11th over 150 electricians; HVAC, elevator, and maintenance mechanics; and engineers attended a seminar on *Electrical Measurement Safety*. Those who attended became more aware of the hazards associated with making electrical measurements and learned to minimize and avoid them. They also gained knowledge of the four installation overvoltage categories, and received hands-on training in the full functionality of digital multi-meters.

The hands-on training session, led by Andy Heglin, product representative for the Fluke line of digital meters, proved to be in such demand that three sessions were scheduled to accommodate all of the Plant Hospital Maintenance, Campus Facilities Maintenance, Plant Extension, Housing, and OSEH staff who enrolled.

These valuable sessions were provided free of charge to the University, as a result of the efforts of the Electrical Focus Group to induce preferred vendors to provide training in the safe and efficient use of their products.

Tom Sullivan, Training Coordinator

Why Do Strategic Planning?

What is strategic planning? At Grounds and Waste Management, it is an attempt to shape the destiny of our organization. It is the creation of a vision and a path to reach it because if we don't, fate or someone else will.

Strategic planning can be compared to taking a trip. First, we must decide where we want to go and how long the journey will be. Second, we examine possible destinations and set major goals that are analogous to a vision. Then, we brainstorm possible routes or strategies to reach each of the goals. This becomes our map. Many things, such as budgets, have changed over the past several years and have caused us to alter our course. Now in its third year, we are revisiting the GWM strategic plan to ensure that we are still on course and making progress.

Working with Eric Williams, the GWM Lead Team has begun this process. Each objective will be reviewed, assigned a champion and broken down into tasks that can be readily understood and achieved. We will also reassess current state of our department and check the progress we have made on the action items identified by our staff in 2001. We plan to get full, effective participation and input from our entire staff. While this is difficult to achieve, we believe it is vital to the success of the plan. The vision must be in the forefront of everyone's decision-making process. Lack of vision creates a perception of aimlessness among our management team. This is not only ineffective but will also create moral problems among our staff since it translates into a belief that the future is uncertain, unpredictable and uncontrollable. We cannot effectively lead without a clear map in hand.

John Lawter, Associate Director



The Zone 6 crew (from left to right): Chris Bozzelli, Tim Thiry, Andrew McGuire, Lauren Burger, Kim Irby Grantham, Kristi Stewart, and Ann Wilson. Photo by Ann Wilson.

Who's Stealing Our Plants?

It started in early May. We were tending the gardens at Bentley Library on North Campus and noticed three large holes where plants had been flourishing. Optimistically I hoped that this was a one-time occurrence. Sadly I was mistaken.

After Memorial Day, we discovered that more gardens had been violated with the worst loss at the Carl H. Gerstacker Building. More than 16 plants were either taken whole or divided with only fragments of the original plant left. Since early July, plant theft has occurred twice at Gerstacker, twice at the School of Music, once at Bentley Library, and once at the University of Michigan Child Care Center on Glazier Way. These incidents have all been documented with DPS and they have instituted more patrols in these areas. DPS is in the process of contacting the Facilities Managers about these occurrences.

These thieves must be stopped! They are slowly destroying the beauty of our campus that we have all worked so hard to maintain. Please keep your eyes open and report any suspicious people digging in our landscapes. In this time of belt-tightening, this action hurts us all!

Ann T. Wilson, Horticulturalist

Our New Facility

After 12 months of construction and growing anticipation, Grounds department staff have now taken occupancy of the North Campus Grounds Building. The addition is attached to the existing garage on Draper Road and features staff offices, lunchroom, 4-bay garage, vehicle wash bay and mixing/storage area for pesticides.

We know that the new space will help us improve our efficiency as well as our environmental stewardship. In years past, we have had many problems associated with leaving our equipment outside during the winter months. The new garage allows us to keep our equipment warm and dry. The car wash bay and pesticide storage/mixing station give us the proper containment areas for these tasks.

We are grateful that the university built us such a fine facility. If you haven't seen it yet, please stop by and take a look.

Bill McAllister, Yard Manager



In front of the garage (left to right): Terry O'Neill, Fran Koch, Don Griffis and Tim Thiry. Photo by Bill McAllister.



Catherine Steiner in the new reception area. Photo by Bill McAllister.



The new lunchroom at the NC Grounds Building. Photo by Bill McAllister.



JB. Photo by Bob Kalmbach.

The JB Saga

J. Annette Bardouille (JB) Ph.D. joined the University of Michigan in 1986, and contributed 17 years of excellent service, with numerous accomplishments during her time at the University. She was one of the leaders of the University's quality initiative, consulting with academic and administrative units in the areas of quality

management, strategic planning, reengineering, team building, and human resource development.

In 1997, Dr. Bardouille was charged to serve as the director and to develop the Plant Academy. Under her leadership, the Academy provided management training and organizational development services to Facilities & Operations departments and work units at the University of Michigan. Dr. Bardouille implemented a competency identification program to facilitate the development of both organizational and individual learning. She has received national recognition for her creation of the ESP Model of Learning and was most recently awarded the 2003 Pacesetter Award by the APPA- a national professional association for facilities management. Jeff Buenting of the University of Illinois stated, "Dr. Bardouille has brought a wealth of experience to the facilities management profession."

On June 13, 2003, Dr. Bardouille retired from the University of Michigan. Dr.

Bardouille has made a difference and has touched many lives at the University. From my perspective as a student intern at the Plant Academy, I think of Ms. JB as a leader; advisor, mentor, and an even what I like to call an aunty-figure!

A chapter is finished in the Plant Academy story. A new page is turned and a new chapter will be written. We will miss JB, but her legacy will live on through Plant Academy.

Ben Liem, Student Intern



Ben Liem, Plant Academy Intern.
Photo by Anna Balhoff.

PLANT PERSONALITIES



Joanne Maus and her Girl Scouts were recognized by the U.S. Marine Corps for their contributions to soldiers' morale. Photo by Tenishia Bohl.

Joanne Maus

Meet Joanne Maus, Office Assistant of the Plant Electric Shops. Joanne comes to Plant Operations after spending 17 years maintaining the Fresh Air Camp. Joanne's time is divided between Facilities Maintenance and Utilities & Plant Engineering. Her responsibilities include supporting the five electrical shops and the Chief Electrical Foreman, Joe Iott. Though she is comfortable in her new position, she still finds herself longing for the peace of the Fresh Air camp.

Joanne is a devoted wife and mother. She married her high school sweetheart 25 years ago and has an 11 year old daughter Rebecca. When not taking care of home, she spends her time with her Girl Scout

troops. She and her troops have helped hundreds of families by participating in food drives, gathering donated coats for kids, and in October, collecting eyeglasses for third world countries. Joanne and her troops were honored by the U.S. Marine Corps with a special plaque (pictured) for sending their letters of encouragement and Valentines to our troops in Afghanistan.

Joanne would like to send a special thank you to all of those who purchased Girl Scout cookies from her troops. The proceeds helped to send her troop to Mackinac Island for a weekend.

Tenishia Bohl, Secretary



Speaker Dr. Ken Brown at the PODC's first brown bag lunch session. Photo by Lyman Brown.

Diversity News

In October 2002, Rich Robben and the Plant Operations Lead Team expressed their interest in having a Plant-wide Diversity Team. Each department selected their representative to be at the new Plant Operations Diversity Community (PODC) table. The PODC is the acronym for the new group that absorbed the Plant Diversity Committee. In February, the Committee Chair, Doug Heidman, stepped down after many years of dedicated service. Doug had been involved in the Plant Diversity Committee since its inception over ten years ago. Bruce Donald became the Diversity Community's new leader at that time.

As part of its mission to promote greater understanding of other cultures in the workplace, the PODC is planning future brown bag lunch sessions to feature speakers who will bring their perspectives on social aspects in the everyday world. These sessions are free and will be announced throughout Plant Operations. The PODC believes the brown bag lunch series will give everyone an opportunity to learn and expand their knowledge about diversity. A brown bag lunch is an informal opportunity to hear a speaker during the lunch period. They will be held at or near the Plant Department.

On June 26, the PODC hosted the first brown bag lunch session that featured Dr. Ken Brown from U-M's Center for African-American Studies. The topic of his presentation was "A Lesson in Civic Awareness: How to make sense out of a rapidly changing world". He touched upon several important issues including the recent United State Supreme Court decision on Affirmative Action. We thank Dr Brown for speaking and sharing his knowledge and perspective with us.

These matters concern all of us at the University. The PODC is committed to bringing speakers who will share their perspectives on social and cultural diversity with us. We hope you will attend the next brown bag lunch. You can look for it in September.

*Autumn Thomas, Valerie Amo
Plant Operations Diversity Community*

PLANT OPERATIONS DIVERSITY COMMUNITY 2003-04

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Myron Williams	Facilities Maintenance	mew1062@hotmail.com

PURCHASING



Staff of Purchasing Service Level Agreements (front row, left to right) Bill Erwin, Lynette Wright; (back row, left to right) Mechelle Ormsby, Chuck Wollenweber. Photo by Tenishia Bohl.

New Phone Numbers at Central Stores

Central Stores and the SLA (Service Level Agreements) groups will have new phone numbers beginning July 21, 2003. We are updating our phone system to better service our customers.

Central Stores new number will be: 734-615-4900.

Direct lines to the Service Level Agreements group are:

Lynette Wright, Manager	734-615-9875
Bill Erwin, Senior Buyer	734-615-9131
Mechelle Ormsby, Secretary III	734-615-9132
Chuck Wollenweber, Order Specialist	734-615-9133

Mechelle Ormsby, Secretary

RECYCLING

Another Recycling Success!

Move Out is always a very busy time on campus for nearly everyone. Every year Waste Management Services handles what is pitched into dumpsters, left behind or tossed aside by exiting students. To cut down on the amount of items that end up in the trash and are still usable, the "Donation Station" was developed. In each of the residence halls across campus, areas are set up with donation boxes to help students donate usable items to non-profits, keeping them out of the dumpsters and ultimately out of the landfill.

This year an incredible 25,030 pounds of clothing, shoes, food, bedding and household items were recovered and donated to various non-profits in the area! 2161 pounds of shoes and 10,262 pounds of clothing were donated to Purple Heart. The Fairy Godparents received 6340 pounds of household items. Food Gatherers, Michigan's first non-profit food rescue program started by Zingerman's Delicatessen here in Ann Arbor, received 4486 pounds of canned and packaged foods. Based on what was left behind, the basic student diet must consist of Ramen Noodles, Easy Mac, microwave popcorn and hot chocolate! The remaining 1780 pounds consisting of blankets, sheets, pillows and foam mattresses were donated to the Crazy Quilters who make bedrolls for the homeless.

Pam Smith, Recycling



Student contributions to the Donation Station this past May. Photo by Pam Smith.

SAFETY

New Stinging Insect Control Program

The University has implemented new Stinging Insect Control Program to better ensure that we stay in compliance with government requirements for Integrated Pest Management (IPM) Programs. Our IPM Program is designed to integrate and coordinate all of our pest management practices, especially our pesticide chemical application processes.

Plant workers often run into problems with stinging insects (e.g., wasps, hornets, bees, etc.) in their work areas. Typically, workers who apply pesticides as part of their job must be certified with the State. However, the use of pesticides by "non-certified" workers is permitted, as long as the pesticide is "ready-to-use" (i.e., doesn't need to be mixed or diluted before use). This basically means that we'll need to control what insecticide sprays are being used and who is using it, in order to stay in compliance with our IPM Program. In the future, all insecticide sprays must be purchased only through M-Stores. M-Stores will carry the specific product(s) that has been approved for use in our IPM Program.

If you have any questions about this issue, please contact OSEH (764-3141).

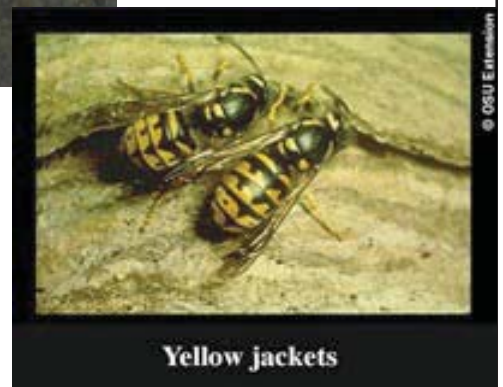
Keith Trombley, OSEH



Wasp.



Wasp and nest.



Yellow jackets

Yellow jacket bees.

Plant Electrical Engineering Group:

Who we are and what we do

The Utilities and Plant Electrical Engineering Group was officially formed about three years ago in response to a growing need for electrical engineering services within Plant Operations. We even have our own shop # - U4100. Our mission is to help provide the conditions necessary for a safe, reliable, economical, and high quality campus electrical power supply, now and in the future. The team consists of Yoshiko Hill, Manager; Don Lystra, Senior Electrical Engineer; Ed Hengesh, High Voltage Engineer; and Mike Gramza, Low Voltage Engineer.

Some of our primary responsibilities include:

- Designing and managing electrical projects.
- Electrical safety evaluations and recommendations.
- Planning and design for future electrical needs.
- Reviewing designs performed by outside engineering firms, including the many new campus buildings in progress or design.

The U&P Electrical Engineering group is currently involved with two very remarkable projects. The first is the design of a 40 Mega-watt substation to be located near the North Ingalls Building. This substation will satisfy our rapidly growing power requirements resulting from the many new building projects underway, such as the Life Sciences Corridor Buildings and Cardiovascular Center. The second project is the installation of new substation meters that will transmit metering data through the Internet to a website that can be accessed practically anywhere by any authorized person. With all of the construction activity here on campus, it is a very exciting time for our engineering group and we intend to meet the challenge.

Mike Gramza, Engineer



The Plant Electrical Engineering Group consists of (left to right) Mike Gramza, Yoshiko Hill, Ed Hengesh and Don Lystra. Photo by Mike Gramza.

Joint Effort: U&PE and Facilities Maintenance



Membrane Air Dryer.
Photo by Ron Crawford.

Above is a photo of the Compressor installation using several Membrane Air Dryers, in the Penthouse at Dow Building. This system dries the air before it reaches the laboratories, and requires no maintenance other than changing the cartridges inside the pre-filters at required intervals. This project was commissioned by Ron Crawford of Utilities & Plant Engineering, and installed by Facilities Maintenance Steamfitters & Pumps Operations Shop. There are several other similar cost-saving installations at GG Brown and Lay Auto Lab.

Tom Sullivan, Training Coordinator

CARE PROGRAM

Ideas 20/20



To keep up with the times, the CARE Team has renamed the Ideas 2000 program to Ideas 20/20. The Team elected to change to a name that accurately depicts the innovative nature of the program. Suggestions continue to roll in from our creative workforce and many of your great ideas are in the process of being implemented. Employee ideas have proven to be great assets to improving the efficiencies and working environment in Plant Operations. Keep em' coming. All ideas are welcome and as always, the best ones are....."Out of the BLUE".

Tim Kennedy, BAS Coordinator

Health Management Team



The Plant Operations Health Management Team (front row, left to right) Sandra Montgomery, Jack Haynes, Teri Bareis (second row, l-r) Marianne Berkey-Dodd, Jane Immonen, Barb Dulecki (third row, l-r) Keith Trombley, Greg Lambert and Fred Riecks. Apollos Bulo (not shown). Photo by Greg Lambert.

The purpose of the Health Management Team is to select and assess wellness initiatives to be provided to Plant Operations employees based on trending information, employee requests, or other sources of information. Compile occupational injury and illness statistics for the division and each department, with trending and pattern analysis to better focus preventive measures remedial actions of departments and other task groups and committees. Compile and report lost time accident data as required by the Plant Operations Safety Incentive Program, and make recommendations for modifications of incentive program goals. Assist and evaluate efficiency and effectiveness of the restricted work/return to work program.

Greg Lambert, Wellness Coordinator

Fiber for Life

With the **high prevalence** of obesity, heart disease and cancer, it is amazing that 4 out of 5 Americans are ignoring an easy precaution to help prevent illness.

Consuming the recommended amount of dietary fiber daily is that easy precaution. According to the American Heart Association, the current dietary fiber intake for U.S. adults is, on average, only half of the recommended requirement. With an average daily intake of only 11 grams per day, most Americans are falling 14 grams short of the **recommended 25 grams**.

What is dietary fiber?

Fiber is a term used to classify all the food particles that your body cannot digest.

How does fiber work and what are the benefits?

Fiber is divided into two categories, soluble and insoluble. Both of these categories, soluble and insoluble. Both of these categories have amazing capabilities to improve overall health. Benefits range from decreasing cholesterol levels and cancer to some research linking dietary fiber to weight loss.

Soluble fiber, found in apple pulp, dried beans and oatmeal slows the time food takes to digest. The effect is a sensation of satiety or fullness, which can decrease tendencies to overeat and stabilize swings in your blood sugar level. As it passes

through the digestive tract it picks up the material that contributes to cholesterol pools and passes it through the system.

Insoluble fiber, found in bran, legumes and root vegetables, like carrots, also has tremendous benefits. In fact, insoluble fiber has been linked to the prevention of certain cancers. According to research from the National Cancer Institute, insoluble fiber has the ability to bind cancer-causing agents known as carcinogens. These carcinogens bound to the fiber are then excreted, reducing cancer risks.

Getting out of the statistical group

All you need is a trip to the grocery store and a few additional high in dietary fiber foods added to the shopping list – fruits and vegetables, oats, barley, nuts and seeds. All of these are excellent sources of dietary fiber plus other vitamins and minerals essential for good health. This is just the beginning of the benefits provided by consuming the recommended 25-30 grams of fiber each day.

Source: www.lifetimefitness.com.

Submitted by: Gregory Lambert

Here are some examples of specific foods and the average grams of fiber contained in a serving:

Apple, medium with skin	3.7g
Orange, medium	3.0g
Strawberries, 1 cup	3.4g
Raspberries, 1 cup	8.4g
Broccoli, 1cup	4.6g
Green peas, 1cup	7.0g
Carrots, 1 large	4.4g
Green beans, 1 cup	4.0g
Red Kidney beans, 1cup	13.1g
Baked beans, 1cup	14.0g
Raisin Bran, 1cup	8.0g
Regular instant oatmeal, 1cup	4.0g
Whole wheat bread	2.0g
Brown rice, 1cup	3.3g

Problem Solved!

For some time, the Plant Order Services staff had been concerned that they were experiencing increased allergy problems when they came to work. Keith Trombley from UM-OSEH, was called in to investigate. Keith discovered mold growing in some of the carpet in the POS area, most likely as a result of a couple of floods that occurred in the area. Working in cooperation with OSEH, Risk Management and Construction Services, the carpet was replaced on the last weekend in May.

To complete the project, the entire POS call center had to be relocated yet remain in operation. Thanks to Tim Kennedy and his staff, several customer service reps were able to temporarily relocate to the BAS (Building Automation Services) area. Additional reps moved into other offices and areas where computers were available. POS was able to handle all of the phone calls, faxes and on-line work requests and our customers had no complaints or problems.

Jim Vibbart, Associate Director



Getting ready. Photo by Lori Ramirez.



Carpet installation complete and a healthier work environment. Photo by Lori Ramirez.



Julie Graham at her desk in the POS Office. Photo by Lori Ramirez.

Julie Graham began work as a Customer Service Rep in Plant Order Services on March 10, 2003. She grew up in Canada and moved to Ann Arbor with her family when she was 10 years old. She is a 1987 graduate of Ladywood Catholic High School in Livonia and attended St. Mary's College at Notre Dame in Indiana. Julie was a Medical Specialist in the Army for four years. She enjoyed the experience but didn't want to end up overseas with two young children. Julie's children are now ages 10 and 8 (Ty and Chelsea). Her husband, Charles, was also in the military and active in Desert Storm.

Julie's hobbies are vegetable gardening (she cans too) and fishing. She enjoys her work here in POS and finds it challenging.

Lori Ramirez, Secretary

BLOOD DRIVE NOTES



Thank You Donors!

Once again Plant Operations employees have stepped up to be life savers. We had a good turnout for our second blood drive of 2003 resulting in forty-six people registering to donate. Red Cross staff collected 41 pints of life-saving blood, giving 137 hospital patients a chance to regain their health.

The next blood drive is scheduled to take place October 7, 2003 in the Student Theatre Arts Complex. For the pin-collectors, the Autumn pin will be available at this blood drive.

CONGRATULATIONS TO ALL WHO PARTICIPATE IN DONATING BLOOD!

"Members of the University are encouraged to donate blood. Time spent as a scheduled donor during working hours...will be considered as time worked and will not result in loss of pay."

From the UM Standard Practice Guide, policy 203.06.

Betty Alberts, Secretary

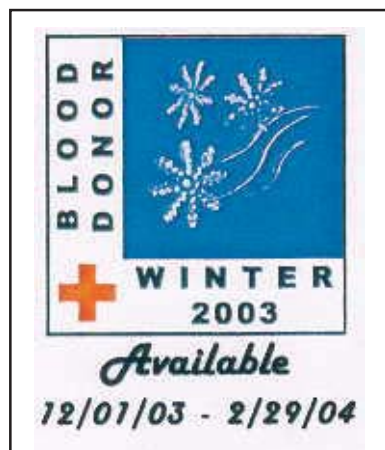
2003 Facilities & Operations Spring Fitness Challenge

The 2003 F & O Spring Fitness Challenge kicked off on April 28 and ended on June 2. We had 80 participants on 13 teams and ended up with 4 finalists.

The First place team was "**The Toxic Glute Busters**", 2nd place team, **POS Power Team**, 3rd place team, **sUPER Fit Team**, and 4th place team **Maintenance Challenge Champions**.

The winning team members were Lisa Stowe (Team Captain), Kenneth Keeler, Stuart Berry, Stan Uitti, Tammy Dominick, Eric Kolb, Andrew Berki, Greg Marquis and Greg Lambert. The winning team will receive a catered luncheon, to be held in mid-August 2003. Each participant received a quality certificate as a token of appreciation.

Stay tuned for the 2003 Fall Fitness Challenge Contest beginning in September!



INSIDE THIS EDITION

4 Ergonomics in the Shops

5 New Grounds Facility Opens

7 The New Plant Diversity Community

9 Plant Electrical Engineering Group

Key Office Welcomes New Employees



Sue Gross at the Key Office.
Photo by Lori Ramirez

Sue Gross began work in the Key Office as our Office Assistant on March 3, 2003. She came to us after working for AT&T for 24 years. Sue lives in Petersburg, about an hour south of Ann Arbor. Sue likes to travel, and enjoys flower gardening, reading, and auto racing. She has attended the Time Trials. Her favorite car is the Corvette (she has one). Sue enjoys her job at the Key Office.

Lori Ramirez, Secretary



Sue repairing a door at Simpson Memorial Lab Building. Photo by Lori Ramirez.

Sue Whitehill joined the Key Office as our new assistant locksmith last February. She has worked at the U of M since 1987 in Housing Division. Her new job requires her to learn the intricacies of locksmithing and, so far, she loves her job! Sue said the toughest

part of her new job was learning to eat her lunch in less than 30 minutes. The best part of working in the Key Office is the family atmosphere, where everyone works together to get the job done.

Sue Whitehill is the proud mom of two boys. Hunter (age 7) and Bryce (age 4) keep her running to soccer games and tennis matches. Dogs, cats, fish and a rabbit reside as pets at Sue's house. In her spare time, she enjoys the outdoors, camping, swimming and gardening

Jim Vibbart, Associate Director



The PLANT Exchange

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