Denison Survey Workshops Update

More than 100 Plant Operations employees from the AFSCME, Skilled Trades, IUOE, and first-line supervisory ranks participated in 10 workshops held in February and March. These employees reviewed and provided opinions in their own words about the results of the Denison survey. The Plant Operations Lead Team decided to follow-up last Fall’s survey with these workshops in the hopes of obtaining a better understanding of the survey results. Of particular interest, were the positive changes that resulted from administration of the survey in 2000. In addition, we focused on why perceptions of the organizational culture varied so widely across job families.

During the sessions, the Denison facilitator, Ed Sketch, gave participants an opportunity to choose specific areas for improving the organizational culture, to identify root causes of problem areas, and to recommend action items for consideration/implementation by the Plant Operations Management team. At the end of each workshop, the focus groups were able to give their feedback, both good and bad, and to recommend action items directly to their department managers. These face-to-face feedback sessions led to frank discussions about ways to improve the organizational culture during the next year or two.

What is next? The Denison consultant will work with the Plant Operations Lead team to consolidate the raw feedback and identify the most salient issues for consideration in shaping the Vision 2010 Strategic Planning process. This report will be widely available and posted on our website. Plant managers will carefully evaluate specific recommendations and look for opportunities to improve communication and staff involvement.

The very large sampling and the time and resources expended to gather this data demonstrates Plant Operations’ commitment to continuous improvement and its seriousness about hearing the views of all staff in order to help shape the direction for the division in the coming years. Thanks go out to all staff and managers who participated in this process!

By Eric Ogden,
Building Services

President Emeritus Supports Work Teams

On Thursday, March 10, Building Services Staff and guests gathered at the Palmer Commons to attend the Life Sciences Institute Team Open House where the new LSI Team was introduced. Building Services Director, Nathan Norman, emceed the event and introduced a number of guest speakers including; Frank Russell, Media Union; Tom Thiry, CRT; David Oldenberg, Crazy Eight Team; Michele Greer, Building Facilitator of LSI; and, UofM President Emeritus, Dr. James Duderstadt. The former UofM president spoke highly of the team concept and suggested that although students and faculty come and go at the University, it is the staff who bring the real continuity to the University of Michigan.

After the guests spoke, Coach Marge Eadie introduced the new LSI Team: Ronnie Anderson, George Caplon, Fred Davis, Mary Southern, and Scott Stierly. The LSI Team Mission Statement is: To provide a friendly, clean, and safe environment through a positive team effort in order to please our LSI customers.

By Eric Ogden,
Building Services

Employees participate in a survey workshop.
Photo by Tom Sullivan

The new LSI Team: (From left) Mary Southern, Fred Davis, Scott Stierly, Ronnie Anderson, Area Manager Carie Kloack, George Caplon, and Coach Marge Eadie.
Photos by Eric Ogden
Aiming For Excellence

This month I’d like to share news about an application that we have submitted to the Association of Higher Education Facilities Officers. This trade organization, known as “APPA” for many years, is a resource for those involved in the facilities operations of colleges and universities. Through APPA, facilities personnel can learn about new and innovative approaches to the challenges we face on a day-to-day basis. APPA also functions like a standards group by offering guidance on such issues as organization structure, staffing, and funding levels; and, it recognizes organizations exhibiting qualities which make them stand apart from other facilities organizations.

This year Plant Operations, in conjunction with the other departments of Facilities and Operations (Plant Extension, Parking and Transportation, OSEH and DPS), has applied for APPA’s Facilities Management Excellence Award. It will represent a major accomplishment for Plant Operations and for all of you—our team members—if we are selected to receive the award.

During the APPA evaluation process, every area of our organization will be scrutinized for compliance with seven categories of performance: Leadership, Strategic Planning, Customer Satisfaction, Information and Analysis, Development and Management of Human Resources, Process Management, and Performance Results. The questions and the application are posted on the Plant Web site (http://www.plantops.umich.edu/director/under Strategic Planning, APPA Award Application - 2005). The analysis is quite detailed and supporting documents must be submitted for each item. Should our application receive preliminary approval, a team of facility managers from peer institutions will come here to inspect our documents and interview our customers and members of our team. Because this is our first application, it is possible that the site inspectors will suggest adjustments in process or metrics before the award is given. We will hear in mid April if we have been selected to receive this prestigious award.

Whether or not we are an APPA award winner this year is not important right now. What is important is that we have come a long way from four years ago when, at the outset of our Strategic Business Plan, we were not even in a position to apply for the award. Through your hard work and willingness to embrace change and look at new ways of approaching old problems, all of you have contributed to placing UM’s Plant Operations in a position of national preeminence.

Now, some may point to our recent Denison culture survey results and say nothing has changed; but, I say to them and to all of you what we have accomplished is real, measurable, and repeatable. Overall survey results have improved. And although some areas may not feel that they have been involved with our progress, all indicators are up and we know that we could not have accomplished this without everyone participating. Over the next year we will better address the underlying cultural issues that have troubled some areas of our team. We will share focus group findings with the entire organization, and we will collaborate to make everyone in Plant Operations feel more a part of the team and not a piece of the equipment. Remember, through teamwork, we will reach our goal together.
Roseanna Griffith Named Manager of the Quarter

Congratulations to Roseanna Griffith for being acknowledged as Manager of the Quarter for October, November, and December of 2004!
Roseanna:
- Covered the duties of the warehouse supervisor while still performing her duties at the main office.
- Lowered the inventory variance from $2,500 to an almost zero variance.
- Helped to develop the new online equipment repair request form and wrote the equipment procedure for the department.

Her contributions have benefited the entire department. Congratulations for a job well done! Thanks Rose for always “Going the Distance to Make a Difference.”

By Nathan Norman,
Director of Building Services

Goodbye Shirley, We’ll Miss You!

On Friday, March 4, we said goodbye to Shirley Griffin who retired after ten years of service at the University.

Good luck Shirley!

By JoAnn Brummett,
Building Services

Recycling Initiative Completed

This month marks the completion of Plant Building Services’ and Grounds Trash/Recycling Initiative. The two year implementation plan is complete and 99% of the General Fund buildings are now involved in the recycling program.

Statistics reveal that for the year 2004, recycling increased 24% in General Fund buildings!

By Carie Kloack,
Building Services

Management Team Teaches Seven Habits

The Building Services Foundational Employee Development Program is running strong. Eight facilitators from the management team have taught the Seven Habits of Highly Effective People class over the last two months.

The facilitators were: Darryl Betts, Anocha Cornell, Terri Gleason, Ollie Hudson, Kenneth Kne, Amy Matthews, Jennifer Miller, and Vershawn Miller.

Participants have expressed that the lessons taught in the program are valuable for work and all of life!

By David Judge,
Building Services
Pick Up The Foam, We’ll Give It A Home

Just get a computer shipment? Is rigid foam cluttering up your path and wondering what to do with it? Recycle it! The University’s recycling program picks up block packing foam (polystyrene) and peanuts for recycling and reuse. Simply place all clean and dry block foam and peanuts in separate bags, place them on the loading dock, and contact us for pick up (recycle@umich.edu or 763-5539). We reuse all packing peanuts and recycle all of the rigid foam.

Polystyrene is a common packaging material that can be recycled in a variety of ways for making new Styrofoam cups or new packing materials. The recycling program is only capable of recycling the block foam.

You may be wondering how to tell if it is polystyrene? All recyclable polystyrene is white and rigid.

If there are spots of color or it bends rather than snaps when you try to break it, it is an imposter!

So now you know, when your new shipment comes in with foam, if you can snap it, we can recycle it!

By Lynne Chaimowitz, Waste Management Services

Grounds and Waste Management Open Fitness Center

The Grounds and Waste Management Department opened an 800 square foot fitness center in November 2004. The idea for starting this facility resulted from feedback received at an all-staff meeting. The initial group consisted of Mike Kinnard, John Lawter, and Bill McAllister from GWM; in addition, Greg Lambert from Plant Operations and David Waymann from M-Fit met several times throughout 2004 to lay the groundwork for the Fitness Center.

The Fitness Center offers something for everyone: Treadmill, two bikes, elliptical machine, rower, dumbbells, universal machine, assisted chin-dip, and exercise mats.

Currently, there are more than 60 members enjoying the new Fitness Center. Two success stories worth noting are those of Don Griffis and Terry O’Neill. Both men have experienced amazing results since joining the facility in November. Terry lost over 25 pounds and Don an impressive 31 pounds. Both are quick to sing the praises of the Fitness Center.

Terry O’Neill commented, “I am very thankful for Management’s commitment to our fitness. I use the gym 3-4 days a week.”

Don Griffis stated, “I’ve been impressed with the convenience; I can always find the time to come here 3 days a week. I’ve felt a difference both at home and on the job- I have a lot more energy!”

During the first month of operation, all GWM staff who were members of the Fitness Center received a fitness evaluation from M-Fit and were eligible for a Health Screening provided by Greg Lambert’s staff. These evaluations were helpful in providing members with information about target areas and personal goal setting. Follow-up evaluations are planned to assess the accomplishments of the members since starting their workout programs.

I would like to thank all of those who have helped make the Fitness Center a success especially Mike Kinnard, David Waymann, and Greg Lambert.

Anyone interested in joining the Fitness Center can contact Bill McAllister @ 4-3424 for more information.

By Bill McAllister, Grounds
National Electric Code Update Classes

This past Fall and Winter, Facilities Maintenance Training and Plant Academy presented on-site training for changes in the 2002 National Electric Code. The State of Michigan requires 15 hours of code update training for renewal of the Journeyman and Master Electrician licenses.

Hundreds of changes in the code were covered. Some of the most notable ones included:

- Code reorganization and metric measures & designators
- Grounding & bonding of services of equipment
- Circuit breaker developments
- GFCIs, AFCIs, and LDCIs
- Required receptacles
- Abandoned low-voltage cables
- Motor fuel dispensing
- Work place safety
  - Arc-flash protection
  - Motor circuit disconnects
- New items
  - Transient voltage surge suppressors
  - Fuel cell systems

Instructor Mark Shapiro provided the training for the more than 120 electricians, engineers, architects, and inspectors from Plant Operations, Plant Extension, Housing, and the Dearborn Campus who benefited from the convenience afforded by holding these courses on site at the Kipke Conference Center. Thanks go out to the Plant Academy staffers Ben Liem, Irena Milenkova, and Anna Balhoff for their assistance in arranging and supporting these 15 evenings of classes for our multi-departmental customer base.

By Tom Sullivan,
Training & Apprenticeship Coordinator

Buhr Building’s Electrical and Mechanical Analysis

In February, Construction Services conducted an electrical and mechanical evaluation of the Buhr Building. About two years ago, we provided power for 49 Digitization Workstations for The University of Michigan’s libraries. These stations are used to digitize every book that the University owns for a Google project. Once all the books are digitized, Internet users will have the capability to look up every book at the University. Now they want to add another 51 stations bringing the total number of workstations to 100. These workstations use a lot of power and create a lot of heat, so both the electrical and mechanical systems will need to be upgraded. We are working closely with engineering to analyze the data to support this upgrade.

By Mark A Bevington,
Project Assistant,
Construction Services
Volunteering for Women Build – It’s Not A Job, It’s An Adventure!

Women Build is a House Sponsor of Habitat for Humanity of Huron Valley, the local affiliate of Habitat for Humanity International, an organization that works within a community to build houses that are affordable and structurally sound for families in search of the dream of owning their own house. Rosanna Griffith of Building Services became involved with Women Build in the winter of 2002. She learned to hang drywall, cut drywall, mud, tape, and sand down a completed wall; skills she had never learned before. Women Build is unique in that it incorporates skilled tradeswomen teaching, instructing, and inspecting the work of other women in every aspect of building a home. One of the most uplifting moments that Rose cherishes was being part of the celebration turning the home over to the family whom the volunteers were building it for. Rose says if she can do it, then other women can too.

Women Build is seeking volunteers, especially women in the skilled trades who would love the opportunity to be a house / group leader, even horticulturalist who would be willing to supervise the landscaping crew after the Spring thaw. If you think you can’t volunteer because you have no experience with construction or landscaping, please think again. Women Build has a goal in mind for you: a fun, challenging, and satisfying experience. They will show you how to use each tool, give you the personal protection devices, and put you to work.

Women Build is currently raising funds needed to start the Fall, 2005 house building season. If you are interested in being a volunteer or wish to donate appropriate building materials or money to purchase the materials (which 100% of the donation does go to the building efforts; the core group is all volunteers), please contact Rose Griffith – 647-6819 or go to their website www.aawomenbuild.org.

Any men interested in volunteering can go to the website for Habitat for Humanity of Huron Valley. www.h4h.org.

By Rose Griffith,
Building Services

Volunteer Gains Experience – Leaves Impression

Rhonda Elliott came to Plant Operations in a most unusual way. In November 2002, Rhonda was involved in a serious car accident and was hospitalized for three months. After finishing outpatient therapy, she was referred by her doctor to MWorks, Disability Management to work with Occupational Therapy to reach her goal of returning to work. It was determined that Rhonda would be an excellent candidate for a unique MWorks program which offers a therapeutic volunteer experience as a “Bridge to Work.” MWorks Occupational Therapists provide job coaching onsite regarding accessibility recommendations to help people determine their abilities and necessary accommodations for the work environment. This program has established working relationships with different departments across the University.

Rhonda’s occupational therapist contacted Work Control Associate Director, Jim Vibbart, to discuss any opportunities for a volunteer in a desk/computer type of position. Here in Work Control we always seem to have data entry needs, so Rhonda came to work for us in September 2004. She gradually increased her hours and was working almost full-time when she finished her volunteer work here on March 4. All of this has been a big change for Rhonda who has an Associates Degree in Criminal Justice and is the mother of two young children. She previously worked as a Corrections Officer at the Washtenaw County Jail, and as a Grounds Coordinator for Northwest Airlines at Metro Airport.

Rhonda admitted being somewhat intimidated when she first ventured out again – this time in a wheelchair. But she felt very welcomed and comfortable. “I am very thankful for having the opportunity to get into this program. Everyone here has been wonderful and very accommodating,” she said. “I really feel confident now that I can accomplish whatever I need to in the future.”

Rhonda is now looking for a permanent job here at the University. We wish her the best and we are thankful for having met her and the great work she has done for us. Her positive attitude is an inspiration to us all.

By Lori Ramirez,
Secretary II
7 Habits Workshop at Plant Academy

More than 20 Facilities and Operations employees and Facilities Users Network (FUN) members had the opportunity to attend a three day course on The 7 Habits of Highly Effective People, on March 8 – 10 at the Plant Academy.

The 7 Habits of Highly Effective People, written by Stephen R. Covey, began from an in-depth study of 200 years of success literature. Covey teaches principle-centered leadership in the seven habits which provides a framework for both personal and interpersonal effectiveness.

Habit 1: Be Proactive
– Take responsibility for your life; choose your response.

Habit 2: Begin with the End in Mind
– Have a personal mission statement; know the principles and values that you live by.

Habit 3: Put First Things First
– Exercise discipline, live in Quadrant II of the Time Management Matrix.

Habit 4: Think Win-Win
– Have an Abundance Mentality; make deposits into the Emotional Bank Account.

Habit 5: Seek First to Understand, Then to be Understood
– Be an empathic listener, use autobiographical response cautiously.

Habit 6: Synergize
– Value the differences of others.

Habit 7: Sharpen the Saw
– Self-renewal in all areas of life, social/emotional, mental, physical and spiritual.

Along with experienced facilitator David Judge, three new facilitators debuted at the March 8 class - Anna Balhoff, Steve Burgess and Christopher Fullerton.

C.A.R.E. Catalog Expands...Again

Last month we told you about the new items added to Levels 1 through 5 of the C.A.R.E. catalog. This month we are pleased to announce two new item levels – Level 6 and Level 7. At Level 6 you will find a KitchenAid blender and a food processor, a Krups juice extractor, a combination DVD/VCR player, a Delta miter saw and belt sander, a Waterloo tool center, an amazing gazebo tent, a leather jacket, and a Nike golf apparel set with vest, jacket, shirt and hat. Level 7 is small, but spectacular, with a deluxe Fisher stereo system, a Dirt Devil bagless vacuum, an expansive 3-room tent, a cordless drill/driver set, and, most exciting of all, an exclusive gold and sapphire WE MAKE BLUE GO accessory that can be ordered as a charm, or tie tack, or pin. So, if you have been accumulating your coupons for something big, now is the time to start flipping through the online catalog (http://www.plant.bf.umich.edu/director/CARE/catalog/)

C.A.R.E. in the Spotlight

Our Plant Ops employee recognition program was brought to President Mary Sue Coleman’s attention with a short “elevator pitch” made by CARE Team Member Tim Kennedy during a recent Voices of the Staff meeting. Tim had less than a minute to share with President Coleman the highlights of our successful Attendance Achievement and Silver Arrow award features. His presentation clearly struck a cord with President Coleman, who held open the invisible “elevator doors” to ask questions and hear more about our unique program. Thank you, Tim, for raising the profile of CARE; and congratulations to the many Plant Ops employees whose outstanding work efforts have been recognized since the inception of the CARE program in 1998.
Did You Know?

We, at M-Stores/Plant Purchasing, thought you would be interested in the following statistics.

The first set of information is total Purchase Orders dispatched. The second set of information is the Fiscal Year 2005 to date, separated from the previous total.

### TOTALS

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Sums: 528 155 $12,478,990.00 $21,477,444.00 $17,787,625.00 $8,820,408.00

Your M-Stores/Plant Purchasing staff makes every attempt to provide efficient service to you.

By Thysadenia Burgens, Plant Purchasing

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### PLANT OPERATIONS DIVERSITY

Celebrating Diversity

Have you ever wondered what the ‘Running of the Bulls’ in Spain is about? Or ‘Cinco De Mayo’ in Mexico? What about ‘St. Patrick’s Day’ in Ireland? Did you know that September 15th through October 15th is ‘National Hispanic Heritage Month’ in the US? These are just a few celebrations from countries around the world and they are all an important part of American society. We may or may not celebrate them, but we probably know someone who does. The University of Michigan has a great and diverse workforce and the Plant Operations Diversity Community (PODC) is dedicated to embracing and celebrating employee diversity.

Learning about other cultures and people is one way of recognizing and appreciating diversity and the PODC is presently collecting information for a Cultural Calendar. We would like to include holidays and nationally recognized days that are celebrated by different countries, cultures and groups of people; from the well known holidays to the less prominent celebrations. We also want to present Brown Bag Luncheons with interesting themes and speakers relevant to the members of our richly diverse staff.

We want to hear from you! If you know of a holiday or any other day of interest, we welcome your input. Send the holiday/event and background information (explanation and history) via e-mail to: clmayes@umich.edu. The PODC will give you updates on our progress. We can’t wait to see what you have to add!

By Cheryl Lee Mayes, Maintenance Mechanic III
Facilities Maintenance
Energy Conservation & Outreach Program Debuts Building Energy Use Information Display Boards

The Energy Conservation & Outreach Program of Utilities & Plant Engineering displayed its first “Building Energy Use” informational board at the entrances of Space Research Laboratory in early March. With these displays, people entering the building will find information on the type, the amount, and expense of energy used in the building; the annual energy expenses for the previous four fiscal years; the energy conservation measures implemented with the annual amount of expected energy and cost savings; and the ensuing amounts of the greenhouse gas carbon dioxide displaced with the equivalent amount of carbon sequestered. In addition, the new logo for the Energy Conservation & Outreach Program is prominently shown as are the energy management website and e-mail addresses.

The intent of this effort is to raise awareness across the University community, building by building, of the economic and environmental value of energy conservation. It is expected the displays will provoke thought and initiate discussion about energy use among building occupants and change or reinforce their energy consumption behavior for the greater good of the University community. The success of this inaugural debut is due to the assistance, enthusiasm, and support of Marti Moon, Facilities Manager, of Space Research Laboratory – whose building is the first to showcase “Building Energy Use” display boards that will serve to inspire everyone to make a difference and conserve energy.

By Stephen Kunselman,
Energy Conservation Management Liaison

Safety Committee Training Seminars

If you are member of the Plant Operations Safety Committee, a Task Group, a Shop Representative, or a Supervisor, mark your calendar for May 2 & 3, 2005. Safety Awareness Seminars will be held in 2-hour time slots on both days to provide an informative and valuable mechanism to enhance the Plant Operations Safety Program. Scheduling for the programs will be distributed to Committee participants and their supervisors.

Wilder Allen, a safety consultant from Safety Management Corporation in Evansville, Indiana will be on hand to provide a fast paced, entertaining discussion. He will cover the basics of workplace safety, responsibilities of committee members, and basic communication skills for committee activities. While Mr. Allen is on-site, he will also be touring our shops to gain a better understanding of the work activities of our Plant Ops employees.

By Pam Barker,
OSEH
**Don’t Let the Season “Bug” You Out**

The long awaited warm weather of Spring has arrived and with it comes those unwanted pesky insects. As we begin to spend more time enjoying outdoor activities, so does the insect world. Those insects that have wintered in attics and other closed in protected areas are now moving outdoors.

Paper wasps, ants, mud daubers, and carpenter bees are busy constructing their nests for the season. The insect population is expected to be high this year as it has been in the last several years. It is important that you take necessary precautions when in the area where these insects are seeking to establish new homes. Bright colored clothing and enhanced fragrance perfumes and colognes sometimes attract these newly awakened insects. What you wear can make a difference in the attention you get.

Also, with the warm weather come mosquitoes and the threat of the West Nile Virus. It is important to wear long sleeves and pants when in high mosquito traffic areas. If you are going to be out during the late evening, the use of mosquito repellant is recommended. Repellants containing DEET has been proven to be effective against these biting predators. Let’s have fun this season. With a little extra precaution we can!

*By Bruce Donald,*  
*Pest Management Supervisor*

**Catch of the Day**

From time to time, the Pest Management team may run into unusual situations and last week was no exception. A call came in about a hawk in the attic of one of the buildings. Their first thought was “someone has been frightened by a large pigeon.” After further inspection they discovered that this Red-Tailed Hawk (*Butea jamaicensis*) had somehow made its way into the attic of this building and had become very comfortable there. These hawks normally nest in open spaces in high trees. Needless to say, the hawk was not coming out willingly. Limited space and the desire to protect this magnificent bird, made this a real challenge for the team. Gary Frierson from Zone Maintenance assisted, and the team was able to apprehend the hawk and release him to a safer environment. Everyone involved was unharmed, and the hawk was safely released.

*By Bruce Donald,*  
*Pest Management Supervisor*

**RETIREECELEBRATION**

**Plant Operations Retirement Celebration May 5**

Just a reminder to mark your calendars for the retirement celebration on Thursday, May 5, from 2:30 p.m. – 4:00 p.m. at the Kipke Conference Center in the Campus Safety Services Building.

Please plan on attending to honor your co-workers in Plant Operations who have recently retired or will be retiring in the upcoming months. We hope to see you there to join in on the fun, food, and festivities!

If you have any questions, please contact the Retirement Celebration Planning Committee representative for your area: Betty Alberts-Plant Administration; JoAnn Brummett-Building Services; Jeanette Craft-Construction Services; Gina Flowers-Facilities Maintenance; Lori Ramirez-Work Control; Dawn Schulz-Grounds & Waste Management; and, Lisa Sheldon-Utilities & Plant Engineering.

*By Lisa Sheldon,*  
*Administrative Assistant II*
Championship Awards Reception for Team “POZONE”

Congratulations to Team “POZONE” for winning the 1st Place Championship Trophy and Award in our 4th Annual 2004 F & O Fall Fitness Charity Challenge! Not only did Team POZONE win the 1st Place Trophy, they were also awarded a Team Awards Reception and Luncheon (see photo) for their outstanding accomplishments. Members of the winning team are Gail Estes (captain), Bruce Everard, Jim Almashy, Doug Good, Jesi Klein, and Cindy Schaedig.

Team POZONE won 1st Place by earning the highest six-week average of 693 minutes of exercising. There were a total of 11 teams comprised of 118 participants.

Stay tuned for our upcoming 2nd Annual Plant Operations Spring Charity Challenge Contest that kicks off in April 2005!

Why Your Heart Loves A Workout!

We’ve heard numerous times that exercise is good for your heart. But do you know why?

To put it in simple terms, your heart is a muscle. And like all muscles, it grows stronger when we exercise it. But if you look deeper, you can see even more clearly why exercise is important to heart health.

Every time your heart beats, it sends oxygen-rich blood to your body’s cells. When you are exercising, your heart pumps faster to increase the amount of oxygen your muscles get. When you’re at rest, your muscles don’t need as much oxygen, and your heart can slow to normal.

The more fit your heart becomes, the less effort it requires to pump this blood though your body. A strong heart will:
- Sustain a rapid heart rate during exercise for longer without becoming weak or strained
- Pump more blood with each beat, both at rest and during exercise
- Beat slower when you’re at rest, giving your heart a chance to rest between beats

A strong, healthy heart also has a lower risk of heart disease. In contrast, a rarely exercised heart needs to work harder; experiences more strain, and may leave you at a significant risk of heart disease.

Source: Mayo Clinic – HealthQuest 2005

April 2005
2nd Annual Plant Operations Spring Charity Challenge (April 18 through May 23)
Yoga and Meditation Classes
(Meets each Tuesday from 12 – 12:45pm) Campus Safety Services Building, Kipke Room 2043

May 2005
2nd Annual Plant Operations Spring Charity Challenge (ends May 23)
2nd Annual America’s Walk for Diabetes – Ann Arbor, Michigan (8:00am registration and 9:00 Walk Begins)
(Saturday, May 14 at the University of Michigan’s Football Stadium)

Check out the Wellness Website!
http://www.plantops.umich.edu/director/wellness/

Wellness Calendar
Belated congratulations are in order for the winners of the 2004 Plant Building Services' Teams of the Year for AFSCME employees!

**Teams of the Year:**

**Night Owls Team**  
Tracey Alston  
Robert Simon  
James Ney  
Mike Blackburn  
Frank Russell  
James McIntosh  
Lonnie Smith  
Ursual Thompson

**CRT Team**  
Dexter Craiger  
Jim VanDiver  
Demetrius Fields  
Guy Gilbert  
Tom Thiry  
Mike Kavanaugh

Each person received $250.00 and our well-deserved appreciation!  
Good job!

_By Nathan Norman,  
Director of Building Services_