

# Newsbeat

*Highlights and Headlines  
from in and around  
Campus Services*

## Congratulations to our Employee of the Quarter!



*Above: Michael Keener  
and Todd Kerzie*

We are happy to announce our CS SELECT Employee of the Quarter-Third Quarter. **Michael Keener**, Sr. Chiller Mechanic, was announced as the winner at the CS SELECT Recognition breakfast on June 15th. He was nominated by **Bridget Steele Mourao**, Director of Fire Safety, for his heroic effort in helping to extinguish a major fire on the side of Tarbutton on Dickey Drive.

On May 2nd, Michael noticed that a fire was growing rapidly and quickly. He immediately ran to get a fire extinguisher to extinguish the fire. FM B Zone employees noticed Michael running with an extinguisher and went over to see if they could offer any of their assistance. Apparently layers of cardboard that were sitting against the building had caught on fire. The fire had begun to scorch the building and the flammable foams also caught on fire.

Two extinguishers were used, by Michael, to contain the fire and FM B Zone employees assisted with water buckets that were on hand. Due to Michael's leadership and everyone's courageous teamwork, the fire was extinguished before it caused any real damage to Tarbutton. Furthermore, there were no reported injuries due to Michael's quick action along with the efforts of the FM B Zone employees.

Michael clearly demonstrated many elements of heroism and what it truly means to be a team player within Campus Services. His quick thinking and team work helped contain a very dangerous fire. He was committed to doing the right thing, the right way, for the right reasons. Keep up the great work!

### INSIDE THIS ISSUE:

Leadership Spotlight

CS Highlights

CS Open Positions

Wellness Corner

CS Summer Picnic

Upcoming Events

## **LEADERSHIP TEAM SPOTLIGHT**

### **SPOTLIGHT ON: TODD KERZIE**

### **AVP FACILITIES MANAGEMENT**



#### **Leadership vs. Management**

\*Disclaimer up front: This article is in reference to leadership style and not to be confused or interpreted with a job title of “Manager” at Emory.

What is the difference between management and leadership? In my experience, I have always referred to leaders as those in an organization who lead people with a common goal and vision. Managers are responsible for managing assets, systems, inventory, etc. I submit, the biggest difference between managers and leaders is the way they motivate the people who work or follow them, and this then sets the tone for other aspects of what they do.

By definition, managers have subordinates and positions of authority in an organization, and their subordinates work for them and largely do as they are told. Management style is transactional and often viewed as authoritarian in that the manager tells the subordinate what to do, and the subordinate does it out of fear of repercussion or promised reward like their salary or perhaps a performance increase or promotion. Managers are paid to get things done because; after all, they are subordinates too. They thus naturally pass on this work focus to their subordinates. Managers or those with management style, in general, tend to be relatively risk-averse and will seek to avoid conflict where possible. When managing people, they generally like to keep the status quo or keep everyone happy.

Leaders have followers, employees who are willing and wanting to complete a task or even go above and beyond what is expected of them. Many organizational leaders or leaders of departments do have subordinates, but only because they are also managers. However, by definition, a leader gives up formal authoritarian control, because to lead is to have followers, and following is always a voluntary activity. Leaders have a charismatic, inspiring, motivational, and transformational style. A leader must appeal to their team by showing how following them will lead them to achieve their personal goals, and the leader’s organizational goals and vision. Although many leaders have a charismatic style to some extent, this does not require a loud personality. Leaders are always good with people, and quiet styles that give credit to others, accept blame, responsibility, and accountability themselves, are very effective at creating the loyalty that great leaders. Although some leaders are good with people, this does not mean they are friendly with them. In order to maintain the mutual respect and accountability of one another, they often retain a degree of professional and private separation.

Furthermore, management consists of controlling a group or a set of assets or systems to accomplish a goal. Leadership refers to an individual’s ability to influence and motivate others toward organizational success. Influence and inspiration separate leaders from managers, not power and control. At Campus Services, we are trying to promote a culture of leaders who inspire, employees who desire to follow because they want to and not because they are told to. To all of our new employees, remember we are one team at Campus Services with a mission to “create an environment that inspires the discoveries of tomorrow.”

*Todd Kerzie*

# CS HIGHLIGHTS

## CAMPUS SERVICES' RECYCLING DEPARTMENT SUPPORTS CHARITABLE NON-PROFIT



Campus Services' recycling department was featured in the Emory Report for successfully managing the "Don't Dump It—Donate It" recycling program. This initiative encouraged Emory students to donate their used books, clothing, furniture, and housewares to a local charitable non-profit during move-out this year.

Thanks to this effort, "students helped keep hundred of thousands of pounds of discarded material out of local landfills, which supports Emory's new waste diversion goal of 95 percent by 2025," says **Deena Keeler**, Assistant Director of Auxiliary Services.

As a result of this program, 330,000 pounds of donations, the largest amount of donations over the last nine years, was collected. Congratulations to Campus Services' Recycling for being involved in such an amazing cause. Your hard work and dedication to the Emory community is making our environment a more sustainable and safer place.

\*To check out the article, follow this link: [http://news.emory.edu/stories/2017/06/er\\_tn\\_donate\\_it/campus.html](http://news.emory.edu/stories/2017/06/er_tn_donate_it/campus.html). \*

## SONDIA BARNER RECEIVES CERTIFICATION



Above: Sondia Barner (third from right)

**Sondia Barner**, Contract Specialist for Campus Services Finance Campus Services' Contracts department, was recognized and awarded a certificate for successful completion of the APPA Institute of Facilities Management curriculum on January 19, 2017. The curriculum and program began with APPA Institute for Facilities Management – Leadership in Educational Facilities Four (4) Core Track Program. The four tracks included in her program were: Energy Utilities Stewardship, Operation & Maintenance, Planning, Design & Construction, and General Administration & Management. After completion of the second track, she was awarded a scholarship from GAPPA for continuation of the next two (2) tracks.

The courses were taught by experienced educators and practitioners and included many long-term institute faculty members. The courses were structured with discussion and audience participation. All four tracks earned her 3 CEUs, 32 PDHs and 32 IUs necessary for certification.

Sondia started this development action plan while in the role of Administrative Assistant, working with the Operations & Maintenance and Energy & Utilities departments. Her goal was to learn more about Facilities Management. She achieved that goal and was able to attain many more skills in the program. Skills she would later use in her new role.

In her new role as Contracts Specialist, which she has been in a little over a year, she has applied lessons learned from the program. Congratulations Sondia! Your tenaciousness and drive to gain knowledge, share and assist all employees throughout Campus Services is most inspiring.

# CS HIGHLIGHTS

## NEW LEADER: FRANK DIMARTINO

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*Above: Frank DiMartino*

Campus Services is excited to announce the newest member of our leadership team. On June 6<sup>th</sup>, 2017, **Frank DiMartino, Jr.** joined the HVAC Department as an HVAC Supervisor. In his new position, Frank will be responsible for supervising the HVAC team for Zones C, E and H. His office is located on FM drive in building F. He comes to us from Yale University where he was a trade supervisor. He brings over 26 years of experience in the HVAC field, including many years as a licensed Unlimited HVAC Contractor from Connecticut. We are eager to see Frank's positive contributions to Campus Services and enthusiastically welcome him to our organization.

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## NEW LEADER: ROGER LUQUE

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Campus Services is excited to announce a new leader within Campus Services. On May 1, 2017, **Roger Luque** joined the newly formed Office of Electronic Security as Manager, Electronic Security Systems. He brings over 31 years of experience in the security field and in his new position will be responsible for Emory University Security Systems to include Access Control, Camera and Alarm Systems. His office was recently expanded to include supervision of the Lockshop. His office is still located in the basement of the 1599 Building. We are eager to see Roger's new positive contributions to Campus Services and enthusiastically support his future endeavors.



*Above: Roger Luque*

# CAMPUS SERVICES OPEN POSITIONS

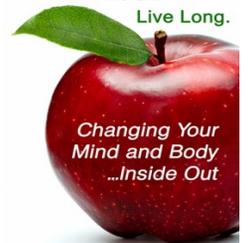
*~submitted by Kelli Howell-Robinson, Human Resources  
Posted as of 06/29/2017*

DEPARTMENT	JOB TITLE	JOB REQUISITION NUMBER	POSITIONS OPEN
EPD	Mgr, EMS Education	66519BR	1
EPD	Police Officer	72647BR	4
EPD	Police Dispatcher	71661BR	1
EPD	Electronic Security Systems Tech	71117BR	1
Transportation	Coordinator, Transportation Program	72991BR	1
CS Finance	Financial Analyst, Sr	67849BR	1
CS/IT	Operating System An/Admin, Sr	69696BR	1
CS/IT	Decision Support Analyst	71661BR	1
Engineering Services	Energy Analyst	69562BR	1
Engineering Services	Energy Manager	72688BR	1
Engineering Services	Director, Utilities	71112BR	1
FM Oper/Admin	Safety Specialist	69903BR	1
Grounds	Landscaper	69799BR	1
Grounds	Crew Leader	69689BR	1
Grounds	Turf Care Specialist	72683BR	1
BRS	Team Lead, BRS	63831BR	1
BRS	Area Manager	71364BR	1
BRS	Custodian-Oxford	72569BR	5
HVAC	Supv, HVAC	53620BR/67834BR	1
HVAC	HVAC Mechanic	63158BR	2
HVAC	Controls System Oper/Tech I	71267BR	1
FM High Voltage Electric	Lineworker	67439BR	1
Lock Shop	Locksmith	65429BR/69462BR	2
Zone C & E, B Maint	Maintenance Mechanic	60833BR	2
Zone C Maint	Maintenance Mechanic, Sr	68103BR	2
ZHM	Maintenance Mechanic	67747BR	1
ZDM, ZBM	Maintenance Mechanic	68615BR	2
Preventive Maintenance	Maintenance Mechanic	67833BR	1

All applications need to be submitted electronically at <http://www.hr.emory.edu/careers/index.html>

# Wellness Corner

Stay Active.  
Eat Well.  
Relax.  
Live Long.



Changing Your  
Mind and Body  
...Inside Out

## FEATURED RECIPE

### BANANA GINGER SMOOTHIE



### What You Need

- 1 banana sliced
- 6 oz. vanilla yogurt
- 1 Tbsp honey
- 1/2 tsp freshly grated ginger

### Make It

Combine the banana, yogurt, honey, and ginger. Blend until smooth.

**ENJOY!**

## HEALTHY LIVING SPOTLIGHT

### ANNUAL CS SUMMER PICNIC

On June 9th, Campus Services (CS) hosted its annual CS Summer Picnic.

During this event, employees explored healthy eating choices and engaged in sporting tournaments.

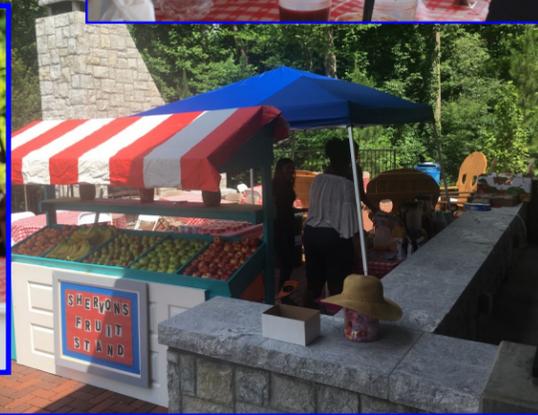
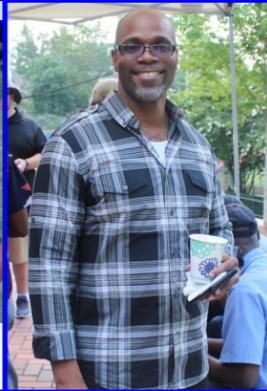


Additionally, employees were able to pick summer fruits from “Shervon’s Fruit Stand” and were served delicious smoothies. Employees were offered an assortment of smoothie choices including: Strawberry-Banana, Peachy Delight, and Berry Blast. It was a hit and employees were excited to have tried new combinations of fruits!

Also, teams across CS competed in a Softball and Corn Hole Tournament. The winning team of the Softball Tournament received a trophy and the two top teams of the Corn Hole Tournament won \$15 Emory Dollars.

A big thank you to all of the CS employees who helped coordinate this wonderful initiative and to all those who participated. Lets keep making healthy CS a reality!

# CS STAFF PICNIC AND BOWLING NIGHT!





## Have questions about AiM 8.5 or Mobile IDTR Application?

Get the department specific answers you need  
from our onsite AiM experts!

**The following AiM Help Sessions are available for your group!**

### **Planning Design & Construction**

Wednesday, June 28th 10am-11:30am

### **Finance / Procurement**

Thursday, July 27th 10am—11:30am

### **Leadership**

Thursday, August 17th 10am—11:30am

### **Exterior Services**

Thursday, September 21st 10am—11:30am

**All help sessions are held in Campus Services Training Room B**

**10:00am—11:30am**

*If you have any questions please feel free to contact:*

*Shervon Lewis 404-727-1543 or Jonathan Henderson 404-712-9113*



# Introducing the CS Employee Portal

EASY ACCESS TO WHAT YOU NEED

QUICK LINKS TO PHONE NUMBERS AND OTHER ITEMS

BUTTONS LINK TO COMMON EMPLOYEE SERVICES

Service brought to you by CS Human Resources. For more information or assistance call 7-4334, Janine Cabrera-Velde



click here to access: [goo.gl/znG8ez](https://goo.gl/znG8ez) or scan this:

TIP: Look at the "How to Guide" page for hints for accessing the site from your phone, pad or computer



# CS Employee Portal "How to Guide"

EASY ACCESS TO WHAT YOU NEED



## Two ways for computer access

1. Type this web address in your browser such as Safari or Google Chrome:

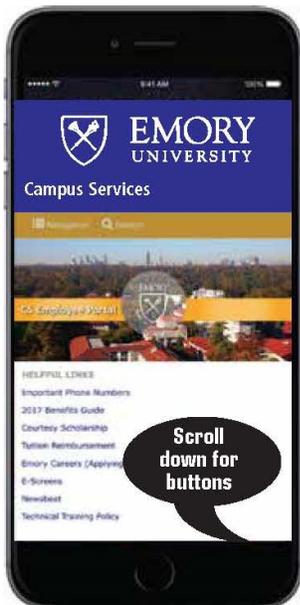
[goo.gl/znG8ez](http://goo.gl/znG8ez)

2. Website loads right up!  
3. Click buttons for services.

TIP: Bookmark the page on your computer for future reference.

OR

1. Access the Campus Services website: [campserv.emory.edu](http://campserv.emory.edu)
2. Type **CS Employee Portal** in the search box.
3. Click the link.
4. Click buttons.



## Two ways to access on your phone

1. Download a QR code reader such as QR Droid, QR Code Reader, or Neoreader. (Search in your app store for QR readers).

2. Open the app and point your camera lens to this QR code below.



3. Your phone will ask if you'd like to open the webpage. Tap OPEN or OK.  
4. Scroll down for buttons.

OR

1. Type this web address in your browser such as Safari or Google Chrome:

[goo.gl/znG8ez](http://goo.gl/znG8ez)

2. Website loads right up!  
3. Scroll down for buttons.

# July

*“Today is the only day.  
Yesterday is gone.”*

*~John Wooden*

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3 New Employee Welcome (NEW)	4 Independence Day	5 New Employee Welcome (NEW)	6	7	8
9	10	11 BRS Safety Online	12	13 Safety Committee Meeting	14	15
16	17 New Employee Welcome (NEW)	18 PATHWAY Session	19 New Employee Welcome (NEW)	20 ENGAGE Practice Session	21	22
23	24	25	26	27 AIM Help Session	28	29
30	31 New Employee Welcome (NEW)					

**CALENDAR KEY:**

- Training
- Committee Meetings
- Sessions for Leaders
- Holidays/Special Events
- Other Meetings



## EMPLOYEE UPDATE - MARCH

### Welcome - New Hires

- Frank DiMartino Jr...*Supv, HVAC...FM*
- Martin Wint...*HVAC Mechanic...FM*
- Brandon Rodriquez...*Landscaper...FM*
- Ulises Paniagua Cargo...*Landscaper...FM*
- Jamie Holmes...*Recycling/Waste Specialist...FM*
- Andre Hamilton...*Recycling/Waste Specialist...FM*
- Andrea Brooks...*Team Lead, BRS...FM*
- Marjorie Massee...*Police Officer...Public Safety*
- Zachery Dukes...*Civil Engineer...FM*
- Darrin Roberts...*Custodian...FM*
- LaShay Brown...*Custodian...FM*
- Da-Yon Hayes...*Custodian...FM*
- Sandra Johnson...*Custodian...FM*
- Shondra Bettis...*Custodian ...FM*

### Congratulations-New Titles

- Virgil Pippins...*Carpenter...Zone F...FM*
- Roger Luque...*Mgr, Electronic Security Systems...FM*
- Avril Occilien-Similien...*Director, CS Learning & Development...FBO*