

*AVPFO announcement regarding organizational changes, 7-28-16*

~~~~~

Facilities & Operations has been performing a review of our organization and functions and examining opportunities for improvement. Today I am announcing a change to our organizational structure, effective immediately, to help us focus on core services in support of university goals.

A majority of you will not see a change in your reporting structure or day to day work, while some of you will move to a different management team. We all should continue providing quality service to our customers during this transition and moving forward.

The elimination of the current Plant Operations' administrative management structure will allow re-purposing of resources in order to hire additional facility maintenance staff directly supporting work in the regions. We will further streamline our organization and improve service delivery by assessing and aligning additional areas over time. As illustrated on the attached new organizational chart, the following individuals will report to me:

- Marina Roelofs will be responsible for all construction and engineering. Construction Services will move into the AEC Construction Management group. Paul Guttman, from the Construction Services group, will report to Jerry Schulte. Mechanical and electrical engineering staff from UPE along with the environmental management group from OSEH will create one engineering group within AEC and report to Mike Contrera.
- John Lawter will continue to manage custodial and grounds services.
- Steve Dolen will lead the new Logistics, Transportation and Parking group, which will include material and moving services, inventory, and waste management services. Lynette Wright will report to Steve.
- Lowell Hanson will provide facilities maintenance leadership by focusing on units with service level agreements, including the Health System. Central shops will continue to report to Lowell.
- Steve Brabbs will be responsible for the management of facilities maintenance in the regions, and region managers will report to Steve. Kevin Fraley of the Work Management group will report to Steve, and support all facilities maintenance.
- Terry Alexander will continue to lead OSEH, which will include code inspection that will move from AEC.
- Kim Kiernan will consolidate operational support across F&O, including business functions such as finance, human resources, training, and space and information technology. Lukeland Gentles and Sarah Ely will report to Kim. The AEC Business Office and OSEH training staff will remain in their respective areas given the specialized nature of their work and external focus.
- Real Estate activities will report directly to me and a new position overseeing this function will be posted in the coming months.

- Andy Berki will lead our sustainability efforts. The Office of Campus Sustainability (OCS) will move from OSEH and be combined with Planet Blue Operations and Recycling.
- Jim Adams will continue to oversee Utilities, with a focus on utility purchasing, generation, distribution, and infrastructure. The Building Automation Systems group will move to Utilities.

F&O leadership will very actively help with these transitions. We will establish “guiding teams” led by a senior F&O leader to help with cross-functional teamwork and communication. Also, a targeted group of managers across F&O will participate in a customized program from the Ross School of Business which will focus on organizational change and transformation.

Thank you for your ongoing commitment and support.

Hank

***Please post this message for staff who do not routinely access email.***