

# Newsletter

AFC June 2021 Newsletter



## Gary Rudkin: A Word from our President

President of AFC and Membership Chair.

[\[Continue reading...\]](#)



## Talent Acquisition & Retention (Part V)

This part is about employee coaching.

[\[Continue reading...\]](#)



## Global Workforce initiative

The IFMA Foundation's initiative seeking to make Facility Management the career of choice.

[\[Continue reading...\]](#)



## FM Fire Safety Series Recordings

Access these full webinar recordings from Potter Signal and other companies.

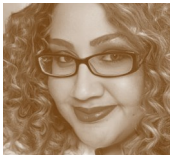
[\[Continue reading...\]](#)



## Drones as Asset Management Tools

Access the recording from this webinar about high-flying drones as asset management tools.

[\[Continue reading...\]](#)



## Back to the Basics

Reduce, reuse, recycle... By Micaela Morris.

[\[Continue reading...\]](#)



**IFMA WORLD WORKPLACE**  
OCTOBER 26 - 28, 2021  
GAYLORD PALMS RESORT | KISSIMMEE, FLORIDA | USA

## Save the date! WWP '21

World Workplace Kissimmee Florida, and the AFC 30th Anniversary celebration!

[\[Continue reading...\]](#)

### Also in this issue:

- [Membership Map](#)
- [Sponsorship Program](#)
- [AFC on IFMA Engage](#)
- [About AFC](#)

### AFC Board of Directors

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Gary Rudkin  
General Manager, CORIX Utilities  
E-mail: [Gary.Rudkin@Corix.com](mailto:Gary.Rudkin@Corix.com)

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Carlos Rodríguez  
Facilities Manager  
Email: [c.rodriguez@gmail.com](mailto:c.rodriguez@gmail.com)

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Ken Jones  
VP of Facilities & Security, Endeavor Schools  
Email: [KJones@endeavorschools.com](mailto:KJones@endeavorschools.com)

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Greg Victor  
Director of Facilities, Ensworth School  
Email: [gregvictor2@aol.com](mailto:gregvictor2@aol.com)

#### Past President:

Jolie Lucas, CFM, AICP, LEED AP  
General Atomics  
Email: [Joliefab@cox.net](mailto:Joliefab@cox.net)



# Newsletter

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## A Word from our President

By Gary Rudkin

Greetings AFC members,

Hope you are doing well as many countries are heading towards reopening and a new normal! With summer break upon us, I am sure that most of you are taking advantage of lower campus occupation to execute much-needed maintenance and capital projects. It will be interesting to see how much on-campus learning resumes after full recovery. Many of us are strategically reviewing trends and the future of our physical assets.

Again, thank you for your behind-the-scene contributions to education! It takes all of us, Associates, Young Professionals and Professionals, to successfully provide a wide array of facilities services. Your AFC Board understands and appreciates the energy and effort put forward to serve your customers. You are critical to the mission of education.

During the March 24<sup>th</sup> AFC Annual Member Meeting and Roundtable, we had an engaging conversation about deferred maintenance and capital planning. The AFC Programs Committee took the action to develop a roundtable series on Asset Management. The four or five-part series will include Inventorying Asset in a CMMS Registry, Assessing Asset Condition and Criticality, Developing O&M Plans, and developing a long-term Capital Plan. Collectively, we all have much to contribute and gain from other members, so please attend and engage if possible.

Stay Safe

Gary Rudkin  
President of AFC and Membership Chair



## Newsletter

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# Talent Acquisition and Retention (Part Five of a series): Employee Coaching

By Jolie Lucas

The first article of this series was focused on how to retain good talent. The second article was focused on how to attract that talent. The third article introduced the concept of employee engagement, and the last article continued the discussion on employee engagement, providing some best practices. Employee coaching was offered as one of the primary best practices to engage employees. This article, the final in the series, provides some further discussion on employee coaching.

**What is employee coaching?** Many think of coaching as performance improvement, which often has a negative connotation associated with documenting an employee's poor performance just before firing them. Instead, it is helpful to think of coaching as a communication style to be used in all employee interactions. According to John Whitmore in "Coaching for Performance," employee coaching is "unlocking a person's potential to maximize their own performance. It is helping them to learn rather than teaching them."

**Teaching, mentoring, counseling and coaching.** Typically, in teaching there will be an imbalance of knowledge and the teacher will impart knowledge to the student. Mentoring focuses on the future, and like teaching, typically the mentor has "the answers." Counseling focuses on the past with the goal of overcoming individual barriers. But coaching focuses on the here and now and the solving of immediate problems. Coaches may not be subject matter experts but are focused on helping an individual unlock their own potential. Done well, coaching can help an employee continuously improve their skills, experience, and ability to contribute. While you may be called upon to wear all four hats of teaching, mentoring, counseling, and coaching, coaching should be the primary mode if seeking to increase employee engagement.

So, this all seems a bit abstract. What exactly do you DO?

**Start by listening.** Your goal is to establish a relationship of trust. Let your employees know they can come to you with questions and concerns. One-on-one sessions can help you understand the challenges they are facing. Ask their opinions. Employees who feel their opinions matter are more likely to be engaged. Respect their opinions by discussing them, not dismissing them. Ask for feedback and create a culture of team feedback. Quantum Workplace's research showed that 85% of hostile employees felt they received too little feedback and coaching from their employers. Feedback and direction shouldn't just come from you, but from the employee to you and from peer to peer. Ask what obstacles they are facing and what you can do to help. More importantly, ask what they think they can do.



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### Talent Acquisition and Retention (Part Five of a series): Employee Coaching

By Jolie Lucas

**Build them up.** Look for positive things and provide frequent recognition – in public whenever possible. Managers often get caught up in being a constructive coach rather than a celebratory one. Acknowledging their contributions builds their confidence and sets them up for success. Don't do their work for them or provide all the answers. Instead of stepping in and doing it yourself, ask leading questions to guide the employee to find their own answers. Tolerate failure. Employees need to learn by trial and error; errors will be made. Ask them what went wrong, what opportunities exist and what they might do differently next time. Remain positive and solution oriented.

**Challenge them to stretch and achieve goals.** Getting employees out of their comfort zone can help them grow and perform at their highest level. Develop team goals and then help individual team members develop goals that align with those team/departmental goals. Engaged employees want to feel that they are part of a larger goal/mission. They need to know where they fit and why their contributions are important. Encourage your team to learn from one another.

**Talk about next steps.** Next steps should be mutually agreed upon. Talk about what is reasonable to expect.

**Commit to continuous learning.** If you're not continuously learning, why should your employees? Lead by example and your employees will follow.

Coaching is not a one-size fits all endeavor. Some employees will require more "hand holding" than others. You will need to be flexible. You want to demonstrate to your employees that you're actively interested in their career, accomplishments, and professional success. Good coaching will ensure your employees are engaged, minimizing (or eliminating) the requirement for "performance improvement plans."

*The author welcomes questions, anecdotes and/or feedback. Please email her at [Joliefab@cox.net](mailto:Joliefab@cox.net) with the subject line: "AFC Newsletter."*

Submitted by Jolie Lucas, CFM, AICP, LEED AP  
Strategic Facilities Planner, General Atomics, San Diego, California



# Newsletter

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## IFMA Foundation’s “Global Workforce Initiative”

The Global Workforce Initiative recognizes the increasing workforce gap as current facility managers retire out of the profession and seeks to make “Facility Management a Career of Choice by Expanding Educational Opportunities.”

### Did you know:

- The age of the average worker (45) is lower than the average age of a facility manager (49)?
- Fifty percent of the current FM workforce will retire in the next 5-15 years?
- The annual demand is higher than the 4,000 graduates of accredited FM degree programs?

The Global Workforce Initiative is a three-pronged approach: educate, invest, and connect.

- **Educate:** The IFMA Foundation educates future FMs through accredited degree programs, registered degree programs, and talent development pipeline programs.
- **Invest:** The IFMA Foundation invests in future FMs by providing new career opportunities through scholarships, internship programs, career fairs, job listings, job shadowing and Ignite FM! student competitions.
- **Connect:** The IFMA Foundation connects with communities to inform students, parents, teachers, guidance counselors, community organizations, economic development departments and other government agencies about the exciting and prosperous career opportunities in FM.



The AFC has historically supported the IFMA Foundation through the Stephen S. Showers Memorial Scholarship. There are many opportunities to support the new Global Workforce Initiative through the support of scholarships, internships, apprenticeships. Contact Diane Coles Levine, Director of the IFMA Foundation at [diane.levine@ifma.org](mailto:diane.levine@ifma.org) if your school/college/university is interested. For more information, visit the IFMA Foundation’s website at [www.foundation.ifma.org](http://www.foundation.ifma.org).



# Newsletter

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## FM Fire Safety Series

### ITM - FM Role in inspection, testing, and maintenance

Dec 1st, 2021 - Jason Webb, Potter Electric Signal Company

[Access webinar here](#)



### FPS Testing and ITM Coordination

Dec 3rd, 2021 - Tim Knisely, Automatic Fire Alarm Association, AFAA

Jeff Hugo, CBO, National Fire Sprinkler Association, NFSA

[Access webinar here](#)



### Maintaining fire protection systems in buildings post-COVID

Dec 8, 2021 - Tom Parrish, Telgian

[Access webinar here](#)



### Ever-changing sprinkler and suppression technologies and codes

Dec 10, 2021 - John Denhardt, American Fire Sprinkler Association, AFSA

[Access webinar here](#)



### Investment Protection – Costs, Corrosion, and Life Expectancy

Dec 15, 2021 - Jeff Merwin, Potter Electric Signal Company

[Access webinar here](#)



### Remote access and Automation in Fire Protection Systems

Dec 17, 2021 - Jason Webb, Potter Electric Signal Company

[Access webinar here](#)



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### High Flying with Drones as Asset Management Tools

**Session Title:** High Flying with Drones as Asset Management Tools

**Presented by:** Indiana University (Kara Korte, David Navarre)

#### Session Description:

Drones are no longer just toys – they can be “tools.” Drones have the ability to quickly scan previously out-of-reach locations, saving time and safely keeping your teams feet on the ground.

Learn how Indiana University is utilizing drones as a very effective and affordable tool in their asset management tool belt. Can anyone fly a drone? The information provided in this presentation you will give a better understanding of FAA license regulations associated with the use of drones commercially.

The presenters will also provide a history of how the drone program got its start at IU along with how they are utilizing them within Facility Operations. Performing roof inspections, progressive construction images, capturing infrared images to inspect for failed building envelopes, leaking buried utility lines and failed roof insulation systems are just a few ways their team is currently using drones on the Bloomington campus. Presenters will include a variety of innovative ways they are planning to expand the use of drones for asset management, the drones and addition equipment they use, along with information to consider when purchasing a drone for commercial use. Following this webinar, you have a better understanding on how drones can become the most reliable tool on your belt! Be prepared for a fun and very interesting session.



**Link to Webinar:** <https://attendee.gotowebinar.com/recording/1642655394311638287>

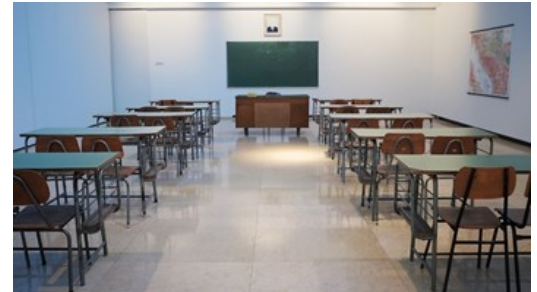


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## Back to the basics

Reduce, Reuse, Recycle..... How many times have you heard that phrase? Maybe you've heard it in a jingle? However you say it, or sing it, please know it's not just words. It is an act that needs to be put into practice. Not only at your job, but in your community. Putting these words into practice doesn't have to be a big event, it is as simple as the below. If you are saying to yourself, "How do I know what can be recycled, what can be reduced and what can be reused?", then let's go back to the basics.



First let's break down some of these words.

- **REDUCE:** Reduce in this context means to minimize waste.
- **REUSE:** Reuse means exactly that! To use an item over again until you can't use it anymore.
- **RECYCLE:** Recycle means to use it again in a new way.

Now that you know the meaning of some of the terms above, look at some ways of how to recycle, reduce, and reuse below.



### Materials that can be recycled include:

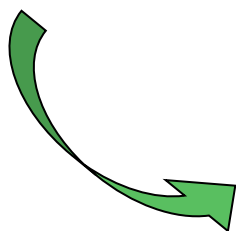
- Glass
- Cardboard
- Aluminum
- Lead batteries

**Do you know other materials that can be recycled?**

### Materials that can be reused include:

- Straws
- Bottles
- Containers

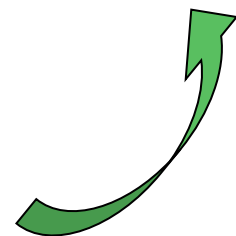
**In your community, what items can you reuse before throwing it away?**



### Materials that can be reduced include:

- Water
- Electricity
- Public transportation
- Paper

**What other items can be reduced? How about on your campus or in your company?**





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### Back to the basics

[...continued]

Putting these three tasks into place helps us become more sustainable. When we care about our earth our earth thanks us. Our earth thanks us by providing more resources for us, our earth and its creatures thank us when we don't throw plastics in the water or throw paper on the road. One simple act is all it takes, ready to jump on the bandwagon?

If you have some topics you would like for me to write about, send an email to [micaelamorris23@gmail.com](mailto:micaelamorris23@gmail.com) I would also welcome your feedback and comments.



**MICAELA MORRIS**  
Sustainability Chair



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## IFMA's World Workplace 2021 Gaylord Palms Resort, Kissimmee, FL October 26 - 28, 2021

### SAVE THE DATE!

World Workplace will be held at the Gaylord Palms Resort in Kissimmee, Florida on October 26-28, 2021. The Academic Facilities Council will be celebrating our 30th Anniversary on October 27th. Due to the impact of the pandemic and various travel restrictions that have been in place, we are striving to provide a hybrid virtual and in-person event to accommodate as many participants as possible. Time and venue to be announced!

### Not getting AFC notifications?



Did you change your email address? Remember to contact IFMA International and update your profile! If you haven't made any recent changes, check your spam or junk email folders, or add the AFC address [components@cm.ifma.org](mailto:components@cm.ifma.org) to your contacts to ensure your email filters allow receipt. You may need to reach out to your IT department to ensure the emails are not being blocked by your employer's system. Finally, reach out to the components' support at [components@ifma.org](mailto:components@ifma.org).



**IFMA WORLD  
WORKPLACE**

**OCTOBER 26 - 28, 2021**

GAYLORD PALMS RESORT | KISSIMMEE, FLORIDA | USA



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## AFC on IFMA Engage

Networking and sharing best practices is one of many benefits for IFMA members. The ability to learn from others on what works and what doesn't at no cost drives value for our customers. In an effort to facilitate discussions specific to our needs, your Board created an AFC Engage site.

Currently, I subscribe to All Members, Component Leaders and the AFC site. Yes it is three additional emails almost daily, but it only takes a moment to peruse through the topics and click on relevant topics that are thought provoking. How many times have you wondered how someone else tackled a problem but had no easy way to find out. Engage is extremely simple to navigate in be that responding to a post or creating a new one.

### Let's get started!

- Log into <https://engage.ifma.org/home>
- Go to My Groups
- Click on the "Academic Facilities Council".
- You can post, read, and respond.



Please take a moment to check it out and give your Board feedback. If you need assistance you can email me at [gary.rudkin@corix.com](mailto:gary.rudkin@corix.com).

Thank you,

**Gary Rudkin**  
AFC President and Membership Chair

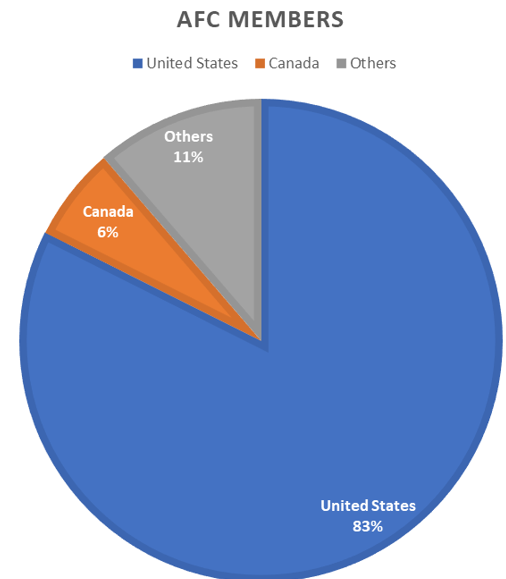


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## Membership Map

Updated June, 2021



**Membership as of  
June, 2021:**

**301**

You can access the interactive map in the link below:  
**[CLICK HERE FOR INTERACTIVE MEMBERSHIP MAP](#)**



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## Sponsorship Program

AFC FMs: Organizations that choose to support the Council through sponsorship receive many benefits. As you are in contact with numerous vendors who would benefit from alignment with our purpose and efforts, we strongly encourage you to reach out to your favorite vendors about the advantages of this sponsorship opportunity.

Benefits of sponsorship are numerous – it will not only showcase their support of the Council and the FM profession at large, but also provide them with frequent exposure to our nearly 400 members and other FM professionals. Advertisement at AFC events, on the AFC website, and via the AFC newsletter will provide a frequent and reoccurring presence for all FM professionals to see.

We thank you in advance for your willingness to reach out to vendors regarding AFC sponsorship benefits – your efforts are greatly appreciated. If you have any questions on benefits or approaching vendors, please contact any board member and they will be happy to assist you?

**PLATINUM LEVEL: \$2,500.00**  
Recognized as sponsor/co-sponsor of an event.

- 3 signs at event - (company provides) up to 32 sq. ft.
- Representative is introduced at event and brings greetings from company (2-3 mins)
- Company logo and link on AFC website noted as sponsor of event logo will remain for 1-year
- 3 tickets to event they are sponsoring
- Business cards and brochures available on table by their sign
- Tent cards for tables during their sponsored events
- Mailing list of delegates
- Registration for one individual for conference

**SILVER LEVEL: \$1,000.00**  
Recognized as sponsor/co-sponsor of an event.

- 1 sign at event - (company provides) up to an area of 12 sq. ft.
- Representative introduced at event.
- Company logo and link on AFC website noted as sponsor of event logo will remain for 1-year.
- 1 ticket to event they are sponsoring
- Business cards and brochures available on table by their sign.
- 1 ticket to main social event
- Tent cards for tables during their sponsored events
- Mailing list of delegates

**GOLD LEVEL: \$1,500.00**  
Recognized as sponsor/co-sponsor of an event.

- 2 signs at event - (company provides) up to an area of 20 sq. ft.
- Representative introduced at event.
- Company logo & link on AFC website noted as sponsor of event logo will remain for 1-year.
- 2 tickets to event sponsoring.
- Business cards and brochures available on table by their sign.
- 2 tickets to main social event
- Tent cards for tables during their sponsored events
- Mailing list of delegates

**BRONZE LEVEL: \$500.00**  
May sponsor nutrition breaks, transportation, etc. at an event.

- Company logo on table and/or small sign(s) (12" x 18") of event/function they are sponsoring.
- Representative introduced at event.
- Company logo and link on AFC website noted as sponsor of event will remain for 1-year.
- 1 ticket to event they are sponsoring
- Mailing list of delegates



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## About the AFC

Academic facilities offer facility managers and space planners many unique challenges. These individuals must effectively plan, design, construct, utilize and maintain a variety of buildings, grounds and equipment including classrooms, computer labs, residence halls and apartments, athletic facilities, dining halls, theaters, laboratories, libraries and health care facilities. The students, instructors and researchers who utilize these facilities have needs that may radically differ from conventional building tenants.

## About the Board of Directors



*President:*  
Gary Rudkin  
General Manager  
CORIX Utilities (Oklahoma) Inc.  
E-mail: [Gary.Rudkin@Corix.com](mailto:Gary.Rudkin@Corix.com)



*Vice-President:*  
Carlos Rodríguez  
Facilities Manager  
Dominican Republic  
Email: [c.rodriquez@gmail.com](mailto:c.rodriquez@gmail.com)



*Secretary:*  
Ken Jones  
VP of Facilities & Security  
Endeavor Schools  
Email: [KJones@endeavorschools.com](mailto:KJones@endeavorschools.com)



*Treasurer:*  
Greg Victor  
Ensworth School  
Director, Facilities  
Email: [gregvictor2@aol.com](mailto:gregvictor2@aol.com)



*Past President:*  
Jolie Lucas, CFM, AICP, LEED AP  
General Atomics  
Email: [Joliefab@cox.net](mailto:Joliefab@cox.net)

### AFC Committees

#### Membership

Gary Rudkin  
[Gary.Rudkin@Corix.com](mailto:Gary.Rudkin@Corix.com)

#### Sustainability

Micaela Morris  
[micaelamorris23@gmail.com](mailto:micaelamorris23@gmail.com)

#### Education & Programs

#### Content

Jessa Gagne  
[jgagne@stonehill.edu](mailto:jgagne@stonehill.edu)

#### Corporate Sponsorship

Rick Echevarria  
[rech@salus.edu](mailto:rech@salus.edu)

#### Communications

Position Open.

*"An ideal facility manager must have Aristotle's logic and Solomon's wisdom, a priest's discretion and a gambler's poker face, a lawyer's shrewdness and a marketing director's charm, a gladiator's guts, a marathon runner's perseverance and a sprinter's speed, a leatherneck's toughness and a dancer's agility, lots of good luck and 30 hours per day."*

~Unknown Source

