

FACILITIES AND SERVICES SOMETIMES MONDAY MORNING MEMO

FROM THE AVP –

I start a newsletter by reading an older one, and in this case I looked at the 2017 Memorial Day message which somehow seems more recent than 365 days ago. In that one, I talked about the many changes that were coming and that one sign of intelligence is the concept that the current state is not the future state. For example, psychologists put cameras on dogs at home while the owners are at work, and note that the animals become excited as they anticipate the arrival time of their master. It is easy to look a day or two ahead, but as with self-improvement, looking very far down the road takes practice. As it turned out, many changes came to pass, although not because they were particularly challenging to predict.

At evaluation time last February, I offered to sit down with anyone who was interested in advancing, and many of you came to see me. In that Memorial Day 2017 newsletter I suggested, “Here’s what I would do to position myself,” and I repeat those again today:

- ✚ First and foremost, figure out how to make your boss look good. Work at it. The subordinates who do this are always the first ones considered. While this may sound self-serving, there is no faster way to advancement than to get your boss promoted.
- ✚ Consider that the technical skills you have now are not necessarily those that you will need in a position of leadership; find some classes and treat leadership as a skill to develop seriously, as it must be learned and practiced. Leaders are made, not born. The idea that leadership comes naturally is simply BS. If you think that, you have more work to do.
- ✚ Volunteer for assignments that stretch you and where you can be visible on campus.
- ✚ Find a way to keep up with the latest trends in your field and in higher education. Become active in your professional association and/or in APPA. APPA is the Higher Ed facilities organization, and that’s our primary business.
- ✚ We all have tasks that we like to do and those that we don’t. If you have tasks you don’t like – and we all do – at least work on them until you get faster so you can spend less time on them. Nothing causes more problems for you than not taking care of business, and becoming the person who takes all the tough and dirty jobs is career enhancing.
- ✚ Never miss an opportunity to go out on campus and deal with someone who is mad. Anybody can circulate emails with hollow apologies, but handling mistakes and making them right is where you can shine. The person you demonstrate service recovery to may be on the search committee for the job you want next year.



The NMSU mission is education, research, and outreach, and our job is to support those efforts to the best of our ability and resources.

If the strategy is to increase enrollment by recruiting out of state, our role is to build or renovate attractive places for them to live; if the goal is to establish more research initiatives, we should figure out how to partner with researchers to add the supporting infrastructure quickly and at a reasonable cost; if NMSU seeks to add distance education classes, we can work with ICT on installing improved technology.

NMSU does not exist just so that Facilities and Services can build and repair buildings, put out fires, or clean up hazardous chemicals; we are here to support the mission and the strategies laid out by leadership to accomplish the goals of the university. Do that, and life is good.



OUR VALUES

- A SAFE ENVIRONMENT
- PROFESSIONAL ORGANIZATION
- INTEGRITY AND ACCOUNTABILITY
- OPEN AND RESPECTFUL
- COMMUNICATION
- TEAMWORK AND PARTNERSHIP

Here are the pictures from our annual picnic, and we want to thank the Internal Advisory Committee and all of those who helped!

<https://hr.nmsu.edu/ofs/wp-content/uploads/sites/57/2018/06/Pictures-from-2018PicnicMemo.pdf>



Have a great weekend everyone, unless of course you made other plans.

Glen

Associate Vice President for Facilities
One Team / One Goal

**OUR MISSION IS TO EFFICIENTLY PROVIDE A SAFE, WELL MAINTAINED, AND ENVIRONMENTALLY SUSTAINABLE UNIVERSITY COMMUNITY...
...AND IT TAKES EACH AND EVERY ONE OF YOU.**

AND AS ALWAYS – THANK YOU FOR ALL THAT YOU DO!

NMSU IS ALL ABOUT DISCOVERY!

