



From the President

Angela Meyer, AIA
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Change is good.....right?

*I can't wait to see what changes come next
and how we will respond! ~Angela Meyer*

As much as I cringe when hearing that word, yes, change is good. Change is good when it is focused in the right direction. We are continuously faced with change every day, whether we like it or not. It's how we manage the change that makes a difference. I chuckle as I type this because, you see, over the last several months, I have not embraced change very well. Why do I share this? So that you understand that you're not alone. At my institution, we are currently living with significant budget cuts, less staff, more work and declining enrollment. Sound familiar? My point exactly! You're not alone. Being a part of CAPPA helps me refocus, gain perspective, pick up my feet and march forward. When attending various conferences, participating in educational seminars, listening to motivational speakers, etc., I become rejuvenated. I seriously can't imagine doing my job without words of wisdom from, not just my peers, but friends.

Even at the APPA annual conference we experienced change because, guess what, the APPA organization is experiencing the same challenges we are at our institutions. There are some great things happening within APPA, though. Even the newly voted on "Strategic Plan, Planning for Every Future" starts off with the following: *"Changes in educational facilities management are happening simultaneously, exponentially and interdependently at the same time that higher education is at a critical juncture. The many forces of change within and around the institution and the facilities profession are being shaped and defined at an increasingly accelerated pace. While this makes it difficult to predict a sustained future state, it is evident that educational facilities managers will need to be able to adapt and develop as their futures rapidly unfold. In addressing this need, no other association or professional organization is better positioned than APPA to leverage and build upon the strength of their brand of education and community in preparing their members for every future."*

Being a leader among the change doesn't have to be lonely. Being a member of CAPPA/APPA provides you with a network of people that can help you through whatever challenge you are facing.

As part of Lance Allred's *Leadership, Perseverance and Grit* presentation at the APPA annual conference, he talked about seven qualities a leader must have; and, I believe these are important when leading an organization through change.

1. **Accountability:** *Always take ownership of your shortcomings.*
2. **Integrity:** *Even in the midst of change, be honest and stay true to your moral principles.*
3. **Compassion:** *Be sympathetic.*
4. **Discomfort:** *There's a price to pay when we go after our dreams. Anything worth changing comes with pain.*
5. **Acceptance:** *Learn to accept what happens and adapt accordingly.*
6. **Be a leader of your own life.**
7. **Forgiveness:** We all make mistakes. How we react makes a difference.

As my time as CAPPA President quickly comes to an end, I would like to thank the Board members for all their hard work this year. We have made great strides to become more efficient and more focused. We believe that the changes we have made to streamline processes and condense the timeframe of our conferences will benefit our members. We recognize that time away from your job is becoming harder and thus why we encourage you to also consider many of the other wonderful opportunities available to learn and collaborate. Those options include Campus drive-in workshops, webinars, Toolkit, and APPA U, just to name a few.

Whatever challenges you face in your job, at your institution....you are not alone. Being a part of the APPA/CAPPA/MOAPPA organizations has been rewarding for me, and I hope it can be for you as well.

The CAPPA annual conference in Spearfish, SD is upon us, please consider attending. Participating in the educational sessions and offered trainings not only helps you, but helps your institution, as well.

I can't wait to see what changes come next and how we'll respond!

From the CAPP A Professional Development Committee

FALL 2018: Academy on Campus Level 3

MARK YOUR CALENDAR!

2018 CAPP A ANNUAL CONFERENCE: September 29—October 2

SPEARFISH, SD

AVAILABLE IN SPEARFISH, SD

Academy on Campus

LEVEL 3: Managerial Effectiveness Skills

DATES: September 30—October 2, 2018

Academy on Campus will be offered as part of the 2018 CAPP A Conference in Spearfish, South Dakota. [Register now!!!](#)

In this level, participants develop and strengthen leadership skills while learning basic principles for organizational and managerial effectiveness. Attendees experience a dynamic learning environment utilizing engaging discussion groups, learning games, discovery exercises, synergy and project collaboration. The content of this program complements and builds upon the individual skills learned in Level 1 and the interpersonal skills developed in Level 2.

Academy on Campus (also known as Leadership Academy) has been developed for, and focuses on, the educational institution's administrative professionals. These include: facilities staff, buyers/purchasing agents, business/finance professionals, and auxiliary services professionals. The program is designed in levels, with each level emphasizing a different perspective and type of leadership skill.

While Leadership Academy is a 5-day, dual-instructor offering of APPA, this Academy on Campus provides the same information to a smaller group in a 3-day, single-instructor format. For more information, contact [Lee McQueen](#) or [Scott Turley](#).

2018 CAPP A ANNUAL CONFERENCE

This year's theme is "Facing the Built Environment." The Schedule-At-A-Glance features the following:

Saturday, September 29

Committee Meetings—AM
Executive Board Meeting—PM
Explore on your own (group/spouse tours available)

Sunday, September 30

Academy on Campus: Level 3—DAY 1
Annual Golf Tournament: *Spearfish Canyon Golf Club*
Spearfish Canyon Scenic Byway Tour
Exhibitors Move-IN
Exhibit Hall GRAND OPENING
Football Party

Monday, October 1

Academy on Campus: Level 3—DAY 2
Educational Sessions
Spouse/Guest Tour: *Beauty in the Black Hills*
All Attendees Event: *Dinner with the Presidents at Mt. Rushmore*

Tuesday, October 2

Academy on Campus: Level 3—DAY 3
Annual Business Meeting Breakfast
Educational Sessions
Spouse/Guest Tour: *Rapid City, South Dakota*
Annual Awards Banquet

APPA Awards earned by CAPP A members

Congratulations to our CAPP A members who were recognized in Washington, DC at the 2018 APPA Annual Conference!

MERITORIOUS SERVICE AWARD

Glen Haubold, New Mexico State University

PACESETTER AWARD

Markus Hogue, University of Texas, Austin

PRESIDENT'S UNSUNG HERO AWARD

Scott Turley, University of Arkansas, Fayetteville

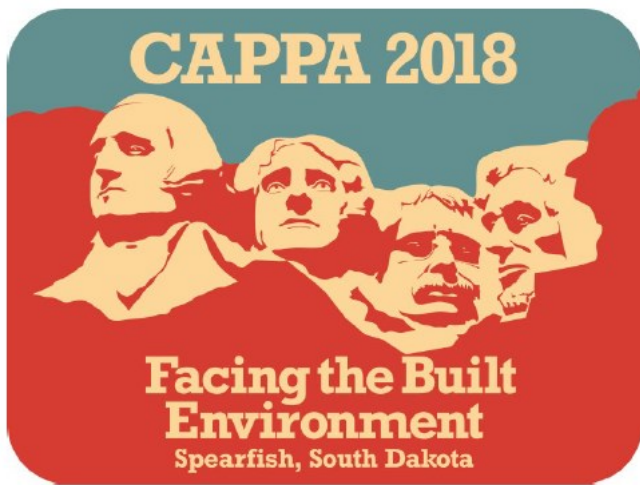
CFaR RESEARCH PROJECT

Glen Haubold & David Reynolds, "Issues with Recovery and Recharge in Higher Education"

Source: [APPA News Release](#), August 6, 2018



Left to Right: Glen Haubold, Dean Hansen on behalf of Markus Hogue, Scott Turley, and CAPP A President Angela Meyer.



About This Year's CAPPA Conference Hosts

- Black Hills State University (BHSU) - LOCAL HOST**
 - A 134-year old liberal arts university that sits on 123 acres and consists of three colleges, has more than 4,000 students and is the regional leader in sustainability efforts. [Learn more...](#)
- The University of Arkansas at Pine Bluff (UAPB)**
 - Established in 1873 as a public comprehensive HBCU 1890 Land-Grant Institution dedicated to providing cutting edge research, teaching, outreach, and service programs responding to the needs of the state and region. [Learn more...](#)



Black Hills State University is pleased to announce that a **complimentary shuttle service** will be provided between the **Rapid City Airport to Spearfish** before and after the 2018 CAPPA Annual Conference.

Please email [Roxanne Lewis](mailto:roxanne.lewis@bhsu.edu) (roxanne.lewis@bhsu.edu) with the following:

- (1) your airline, (2) flight number, (3) arrival & departure times; and (4) your cell phone number.



DON'T MISS IT!!!

2018 CAPPA ANNUAL CONFERENCE
Sept. 29—Oct. 2
Spearfish, SD

AT-A-GLANCE SCHEDULE

SATURDAY, SEPT. 29
 Committee Meetings-AM
 Executive Board Mtg—PM
 Explore on Your Own!

SUNDAY, SEPT. 30

AoC: Level 3—Day 1
 Annual Golf Tournament
 Spearfish Canyon Tour
 Exhibitors Move-In
 Exhibit Hall Grand Opening
 Football Party

MONDAY, OCT. 1

AoC: Level 3—Day 2
 Educational Sessions
 Spouse/Guest Tour
 All Attendees Event:
 Dinner with the Presidents
 at Mt. Rushmore

TUESDAY, OCT. 2

AoC: Level 3—Day 3
 Annual Business Mtg Breakfast
 Educational Sessions
 Spouse/Guest Tour: Rapid City
 Annual Awards Banquet

Destination for Fun

Popular Attractions

- DC Booth National Historic Fish Hatchery
- Matthews Opera House
- Spearfish Art Center
- High Plains Western Heritage Center
- Spearfish Rec and Aquatics Center
- Termosphere Gallery
- Spearfish Canyon National Scenic Byway

Central Location

A midway point between Mount Rushmore National Memorial & Devils Tower National Monument

Outdoor Recreation

- Hiking & Nature Walks
- Mountain & Road Biking
- Rock Climbing
- Fishing & Hunting
- Horseback Riding

Preferred Lodging

Affordable lodging at more than 30 hotels, resorts & campgrounds



For more information on attractions and events in Spearfish, visit our website at www.visitspearfish.com or call us at 866-349-2576.



D.C. Booth Historic Fish Hatchery



The Hatchery's colorful history, pristine setting and century-old buildings are preserved as an educational center devoted to fish culture. The hatchery grounds include original ponds, underwater viewing areas, a museum and gift shop and much more. Grounds are open from dusk to dawn with no admission fee.



High Plains Western Heritage Center

Founded in the 1970s by two local ranchers, the High Plains Western Heritage Center honors the old west pioneers of South Dakota, North Dakota, Montana, Wyoming and Nebraska with furnished log cabin, rural schoolhouse and antique saddle and blacksmith shop.

Millennials: Continuous Learners

According to an article titled "[A Case for Continuous Learning: Corporate Training, E-Learning Designers and Millennials](#)," individuals born between 1980 and 2000 are currently the largest generation group in the world, and they are "all set to dominate the workplace." What does this mean to those in facilities management in higher education institutions?

1. Millennials seek learning opportunities to enhance their skills and build their resumes.
2. Millennials change jobs more frequently than previous generations in order to advance their careers.
3. Millennials expect knowledge to be available through a variety of devices, wherever they are, and on-demand.
4. Millennials seek continuous, self-directed, just-in-time training opportunities.
5. Millennials are more comfortable with technology, streamed content, and the Internet.

In response, facilities management training may need to be expanded to include:

- Online workshops
- Skill-building programs
- Webinars
- eLearning courses
- Mentor-led initiatives

Organizations may find that they need to provide frequent and innovative training opportunities to support employees in their desire for ongoing education to advance their careers, especially if retention is desirable.

Millennials, in general, desire opportunities for increased responsibility, leadership positions, advancement and are often more adept at multi-tasking.

In response to this change in the workforce, facilities management training needs to be designed to be engaging, flexible and compatible with technology in use today.

Summary submitted by Jenny Cundiff

2018 CAPP A Business Partners

360 Energy Engineers, a WILLDAN Company	DERBIGUM Americas, Inc.
ABB	Design Materials, Inc.
Able Services	Dynamix Engineering, LTD
Acuity Brands	Dyson, Inc.
AKF Group, LLC	E&I Cooperative Services
AkitaBox	Ecolab, Inc.
Aleddra, Inc.	Electro Industries/Gauge Tech
Alliance	Energy Solutions Professionals
Alpha Building Corporation	Energy Systems Group
Ameresco	Engineering Economics, Inc.
AQUIS Solutions	Ensoft Consulting, Inc.
Arcturus	Envirox
Armstrong International	Farnsworth Group, Inc.
ASSA ABLOY	FGM Architects, Inc.
AssetWorks	FILMOP USA, LLC
Avian Flyaway, Inc.	Filtration Concepts
BELFOR Property Restoration	Fire Door Solutions
Bernhard TME	Forbo Flooring Systems
BioSolutions, LLC	FSI (Facilities Survey, Inc.)
Bond Architects, Inc.	Gilsulate International, Inc.
BRIC Partnership, LLC	Gordian Group
Brown & Root Industrial Services	GP Pro (Georgia-Pacific)
Brown Stove Works, Inc.	Green World Strategies
BSA LifeStructures	Hastings+Chivetta Architects, Inc.
Buckey International	Henderson Engineers
Castle Contracting, LLC	Heritage Parts
CertaPro Painters	Hollis & Miller Architects
Chandler Commons	IMEG Corporation
Chem-Aqua, Inc.	Innovative Reach
Civil Design, Inc.	Inpro Corporation
Composite Cooling Solutions, LP	Integrated Facility Services
CRB	JE Dunn Construction
Dake Wells Architecture	Johnson Controls, Inc. (JCI)
Delta Controls	KFI Engineers
	Lafayette Interior Fashions



FROM THE EDITOR:

Thank you to those who submitted articles, photographs and information to be included in the CAPP A Newsletter!

Please write and submit articles for the CAPP A Newsletter at any time for consideration. Preferred articles will be BETWEEN 300 words (ex: 1/2 page w/graphic or photo) and 700 words (ex: full page with small graphic or photo). Please include names and descriptions with photos. Graphics and charts are always welcome to help tell your story. If available, please provide a link to full articles. Email articles and photos to Newsletter Editor: jenny.cundiff@okstate.edu

