

**Special points of
 interest:**

- Highlights of the 2012 Annual Conference, pages 2-9.
- Preparing for the work culture change through technology, page 10
- Professional development dollars, tools, and surveys available, pages 17-19

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CAPPA Newsletter

Central Association of Physical Plant Administrators

Winter 2012

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From the President: CAPPA Prepares for the Future

Shelton Riley, Texas Christian University

How is it possible that Christmas is only a few weeks away? It seems like we were scurrying to finish our summer projects before the fall semester began just last week. CAPPA 2012 is a blur in my memory even though we began preparing three years ago to bring the conference to the North Texas area.

For those able to attend this year's annual meeting, we hope we were able to educate and entertain you during your brief visit with us. Those that missed this year's conference, we are sorry you were not able to join us, but now is the time to make plans to attend next year's conference in Galveston, Texas.

At this year's conference we emphasized how important the education of our staff has become. We also emphasized how APPA and CAPPA—along with your state and regional chapters—are ready to help you by offering The Tool Kit, Drive-in Workshops, APPA U and CAPPA's newest innovation, CAPPA *Express Workshops*. Most of these are offered at a low cost and sometimes no cost to your university due to the generosity of our wonderful organization and great business partners.

Constant personnel changes, increasing loss of experience and knowledge on our campuses as employees retire creates a void



that this organization can help you fill. CAPPA *Express Workshops* are an excellent way for CAPPA member institutions to encourage networking and professional development among educational facilities.

Together we will continue to serve and lead our educational institutions into the future by helping to educate individuals to think and act as ethical leaders and responsible citizens in the global community.

CAPPA 2012 Annual Meeting at a Glance



More than 140 members of the Central Region attended the CAPPA 2012 Annual Meeting held at the Fairmont Hotel in downtown Dallas from October 14-17. Hosted by Texas Christian University, the conference drew participants from 47 institutions, ranging from four year colleges to medical schools, seminaries, community colleges, and public school systems.

“**Learning to Change the World**” was the theme of the conference, inviting attendees to explore ways in which we as facilities organizations can become more effective and efficient in supporting our institutions. Educational tracks addressed maintenance and utilities, project design and construction, grounds and custodial services, and human resources. Across tracks, presenters emphasized sustainable approaches



CAPPA 2012 attendees, gathered in front of Texas Christian University's Brown-Lupton Building before the campus tour.

to developing and maintaining physical and human assets in the rapidly changing education environment. The conference also offered the Supervisor's Toolkit to 18 facilities supervisors. TCU provided a campus tour, spotlighting the Amon Carter Stadium, utilities, grounds and landscape, and new construction.

Guests included APPA Executive Vice President Lander Medlin. CAPPA also welcomed participation from 128 business partners representing 66 companies. The Exhibit Hall provided the kind of networking and information sharing that supports CAPPA institutions in learning to change their world.



Glass "lily" sculpture by noted artisan Chihuly, was on display at the Dallas Arboretum. CAPP A 2012 attendees toured the Arboretum, where TCU hosted an afternoon reception and evening meal.

CAPP A attendees balanced work and fun. They chose from a golf tournament at the Texas Star Golf Course, a trip to the Texas State Fair, or a visit to the Dallas World Aquarium. Later, they attended a football game-watch party at Dallas House of Blues. The evening spent at the beautiful Dallas Arboretum was a special treat, featuring an exhibit of glassworks designed by renowned glass artisan Chihuly. Spouses and guests toured the 6th Floor Museum at the Texas Book Depository and visited historic Grapevine, Texas, for sightseeing and shopping.

Bryan Dodge, a nationally-known public speaker based in Dallas, launched the conference with a keynote address. During his speech and in an educational session, Bryan stressed the importance of keeping our professional and personal lives in balance and offered guidelines for time management.

The conference concluded with an awards banquet, complete with a delicious dinner and live music performed by *Of Many Colors*. Numerous CAPP A members were recognized for their contributions to the organization and profession. Certificates of Meritorious Service were presented to Bob Everett, The Clark-Enerson Partnership; Cindy Brewer, The University of Texas at Austin; and Chris Snow, Oklahoma City Community College. Distinguished Member Award recipients were David Mil-lay, University of Arkansas-Little Rock, and J.B. Messer, Oklahoma City Community College. Miles Abernathy, emeritus (UT-Austin) received the Newsletter Award. President's Awards were presented to Vickie Younger, emeritus (Missouri State University); Art Jones, Black Hills State University; and Mike Johnson, University of Arkansas.

*See more
photos from
CAPP A 2012
on pages 4-9*

CAPPA 2012 at a Glance

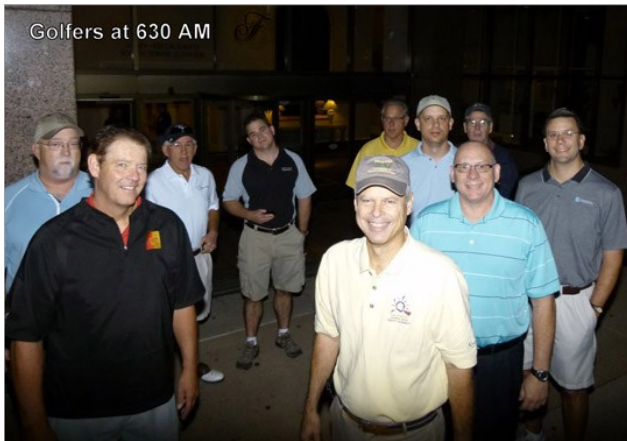
A big thank-you to Miles Abernathy for the CAPPA 2012 Conference photos!



The conference was held at the Fairmont Hotel, Dallas.



More than 140 attendees registered for the conference. TCU staff handled registration and much, much more.



Golfers at 630 AM

Golfers showed up before sunrise for a few rounds of golf at the Texas Star course Sunday morning. The golf event was sponsored by business partner Marcis & Associates.



State Fair Tour Group



The Texas State Fair offered fun and a chance to test the limits of fried foods, from Twinkies and Oreos to chicken-fried bacon!



Which State Fair feature was scarier—the reptiles or the deep fried . . . ????



Not all of the wildlife was at the State Fair. The group that visited the Dallas World Aquarium, above, was treated to exhibits of reptiles, fish, and mammals from every continent. The aquarium tour was sponsored by business partner Brandt/Linbeck/Tandus. (Photos courtesy of Dallas World Aquarium.)



First time Annual Conference attendees were warmly welcomed by CAPP members and business partners at the Sunday evening reception.

The Exhibit Hall opening ceremony on Sunday evening introduced attendees to 128 Business Partners representing 66 companies. Several Business Partners also sponsored events and presented sessions. All Business Partners provided valuable networking opportunities throughout the conference.



No one was blue at the House of Blues Football Game-Watching Party sponsored by Energy Solutions Professionals on Sunday night.



Nationally-known speaker Bryan Dodge kicked-off the conference on Monday morning. During his keynote and a later educational session, he addressed the challenges and importance of balancing work with our personal lives.





Eighteen facilities supervisors participated in the Supervisors Toolkit training, above, which began on Friday and ended with graduation on Wednesday.



Presenters from CAPPAs institutions and business partners led 24 educational sessions during the conference on topics ranging from maintenance, utilities, and custodial services to human resources.



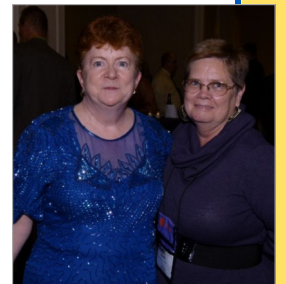


An afternoon and evening at the Dallas Arboretum were enhanced by an exhibit of glass works by artisan Chihuly and bright displays of pumpkins and gourds. Dinner and shopping were included in this inspiring experience.





The TCU campus tour offered a choice of visiting the Amon Carter Stadium, the BLUU and Commons area, grounds/landscaping, or utility distribution systems. The group photo on page 2 was taken during the tour.



A reception for CAPP attendees, spouses, and business partners put folks in the mood for the Awards Banquet.



Great food and entertainment set the stage for Toolkit graduation and CAPP awards. Bob Eckels passed the president's gavel to Shelton Riley (far left). Spirotherm sponsored the Awards Banquet.



From the First Vice President: Challenges of the Work Culture Change

David Handwork, Arkansas State University

“Loss of skilled trades, team leaders, middle and senior management, dedicated work culture, and years of institutional knowledge will be the largest challenges to overcome.”

The American work culture is at the edge of a brave new world. Dynamic change is ever present throughout history, yet we are all about to experience unprecedented change. At the root of this change is the mass turnover of the American work force coupled with a full business integration of data-driven electronic devices. Many of the best thought leaders in higher education, as well as other business sectors, have been warning of this change for nearly a decade.

Are we prepared as an industry for this change? Is the impending work culture change a vast cliff, or is your institution’s leadership building a transitional bridge to cross the cultural chasm? I propose that in order to assess preparedness, institutions need to consider addressing

two cultural paradigm challenges.

Paradigm Challenge

#1: One quarter of the workforce will turn over into retirement within the next 5-7 years (2011 U.S. Bureau of Labor Statistics). Many of our institutions have already been experiencing the affects of the Baby Boomer exodus. The U.S. Department of Labor contends we are only at the tip of the iceberg. Loss of skilled trades, team leaders, middle and senior management, dedicated work culture, and years of institutional knowledge will be the largest challenges to overcome.

Some best labor indicators report the replacement work force in some Midwestern markets will be deficient in pure quantity of people, and those replacements will be generally

ill-equipped (in skill and knowledge) to address the vacant needs. Succession planning and execution is a paramount paradigm challenge. The current U.S. culture is dependent upon availability of a skilled and knowledgeable workforce to replace vacancies. However, in the very near future, institutions will not succeed in this fashion. The new cultural paradigm of succession planning will require rigorous internal training and development of existing employees as well as entry-level positions with well-defined and obtainable career advancement.

Paradigm Challenge

#2: The speed of business due to technology advancements is currently in a plateau leap, not quite a quantum leap. Over the next decade, we will likely

Continued, next page

Challenges of the Work Culture Change, *continued*

experience a net quantum leap. Advances and current development in mobile computing, mobile connectivity, campus wireless connectivity, software as a service (SaaS), touch/interactive large scale displays, and intelligence computing will all dramatically change how we (1) design our learning environments and buildings; (2) meet our constituent expectations on constructing and maintaining campus assets; and (3) fully integrate technology in all aspects of daily operations.

The new paradigm of integration and application of technology to facilities management

operations will require more than internal reliance on staff research and education to stay ahead of the curve, or even stay *on* the curve. It will include strategic partnerships with Information and Technology departments (if outside of FM) and business partners to remain informed of current best practices. It is also incumbent for APPA and CAPPAs to continue to prepare membership with robust educational sessions.

Speaking of educational sessions, I hope you had the opportunity to attend CAPPAs 2012. Shelton Riley and the TCU team prepared an excellent conference to address all aspects of

education and development for the CAPPAs membership. Arkansas State University is your honored host for CAPPAs 2013 in Galveston, Texas (yes, hosted in Texas, not at ASU). The ASU team is working hard to prepare educational sessions focusing on the two paradigm challenges and providing memorable networking events. We are looking forward to all of CAPPAs members Synergizing Information and Technology (S.I.T.) as our work culture contemplates the coming change. So . . . put CAPPAs 2013 on your calendar now, September 29 – October 2. Y'all come down and S.I.T. a spell!

“The new paradigm of integration and application of technology to facilities management operations will require more than internal reliance on staff research and education to stay ahead of the curve.”

Check Out CAPPAs New Web Look!

CAPPAs Information Services Chair Roy Ruiz and the Information Services Committee recently launched a new look and features for the CAPPAs Web site. Visit the site at <http://www.cappaedu.com/>.





News from the Immediate Past President: Bob Eckels, Missouri State University

Thanks to Shelton Riley and his Texas Christian staff for hosting a great Annual Conference in Dallas this past October. Way to go, Frogs!

Before the conference began, your Executive Committee and your function-specific committees met to conduct the organization's business. The meetings were engaging and much work was accomplished. I am happy to report the organization has purposeful direction and remains on very good financial footing; this provides great opportunities to advance the organization to an even more vibrant and effective entity.

A theme to show the "value added" for an institution to be a part of CAPPA was developed early in Executive Committee proceedings and carried on through the work of

the other committees. The idea was to explore what would entice a potential new member to join, or why a current member would want to remain engaged in CAPPA. Resulting from this work, you will see a more aggressive approach of advertising to members and potential members what CAPPA has already been doing to enhance the job of facilities management personnel throughout the organization. You will see a continued focus on quality professional development offerings and a major push to give facilities managers throughout the region a clear understanding of what CAPPA has to offer to them.

The committees are doing this through execution of the CAPPA Strategic Plan and via a budget process developed as a mechanism

to achieve objectives and goals of the plan.

It was my honor to serve as your president this past 2011-2012 year. I had set two major goals this past year. The first was to give the CAPPA membership a more comprehensive understanding of their organization, its workings, and the expectation of its members who are willing to step forward to serve. I believe a clear picture of this was provided through comprehensive [Committee Listings](#) posted on the CAPPA website.

The second goal was to lay the foundation for executing our Strategic Plan. Each committee assessed, documented, and defined the initial actions necessary to execute identified objectives of the plan. A budget process was created to guide

"You will see a more aggressive approach of advertising to members and potential members what CAPPA has already been doing to enhance the job of facilities management personnel."

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News from the Immediate Past President, *continued*

committees through fiscal expectations, centered on execution of strategic objectives.

The two goals were achieved. I am very appreciative of the dedication and hard work that each Executive Committee member put in to make that

happen. I am proud to have worked with them and look forward to the good things that will be reaped from their efforts.

The February 19-22 CAPPa Technology Conference is sure to be another quality mid-year event. In Septem-

ber, First Vice President David Handwork and the Arkansas State University staff have some exciting things planned for our annual conference, September 28-October 2, in Galveston, TX. Be sure to mark your calendars. It is going to be an exciting 2013!



**Report from the CAPPa Senior Representative to APPA:
Robert A. Kuntz Physical Plant Building Near Completion**
Larry Zitow, University of North Dakota

As reported in the July 2012 edition of the CAPPa newsletter, Bismarck State College received authorization to name a building after Robert A. Kuntz (Bob), their chief buildings and grounds officer who died unexpectedly earlier this year. Bob had worked at BSC for 24 years and long advocated for a new physical plant building.



BSC provided the photos of the nearly completed facility, shown here.



From the Membership Chair: Membership Matters

J. B. Messer, Oklahoma City Community College

Within the CAPPA organization, I have a new title, and the corresponding new responsibilities. Now, if I can manage to just get rid of the old ones! It is a wonderful thing to be voted by the CAPPA membership as the new Membership Committee Chair. Whether it is moving up the ladder of a board or committee, graduating from novice to veteran status, or moving from one set of obligations to another, there is something so satisfying about being recognized by your peers for your contributions and dedication. I am flattered, and concurrently overwhelmed.

In the work-a-day world it isn't easy to shrug off the mantle of one job description and assume the duties of the next . . . balancing between your normal work cycle, your volunteer work, and your

family and friends. With volunteer work there isn't a support team running around doing your research, making your numerous calls, or writing your correspondence--no assistants making sure my Pepsi addiction is taken care of and that the supply cabinet has the kind of pens I like--where are the planning and organizing fairies when you need them?? And why does it take so long to get anything accomplished??!!!!?

So many questions, and not enough answers, but there is one fact that does remain a constant: with the people that we have in place (to be discussed later), we are rather good at it. We have several simple goals for the year, and with the dedication of the Membership Committee, and with the resources we have available, our success is inevitable!

The Membership Committee believes in the mission of the CAPPA organization. The chart at the end of the article indicates the make-up of the Membership Committee for 2012-2013.

Guiding Principles

In order to meet our goals for the year, we have identified some prevailing guiding principles as we progress through the year: (1) Work as a cohesive group and clearly develop and define who is responsible to accomplish each goal; (2) Identify areas where we may need more of our concerted efforts for success; (3) Always, always, always have fun when we are working together toward our success and celebrate those successes; (4) Identify others along the way that we may like to bring into our committee for future considerations;

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“We have several simple goals for the year, and with the dedication of the Membership Committee, and with the resources we have available, our success is inevitable!”

Membership Matters, *continued*

(5) Provide feedback on what you think may work better, or even better . . . what is working well, so that we may share those lessons learned; (6) Communicate if we require more support or resources for goal accomplishment; and (7) Again . . . communicate, communicate, communicate. Don't feel like the Membership Committee is on a deserted island.

Committee Goals

Our identified goals for this year include:

(1) Identify and work

items from the APPA Integrated Membership final matrix. (2) When APPA Drive-In Workshops or CAPPAs Express Workshops occur, we need to identify who will be presenting APPA/CAPPAs organizational information to the group. As these are scheduled, we will ensure that someone is assigned accordingly. (3) Work with our membership group to develop an APPA state chapter in North Dakota, South Dakota, Nebraska, and Kansas. All the other states and Manitoba have chap-

ters, including the DFW APPA chapter. (4) When an upcoming state meeting is scheduled, inform the group so that we may have it placed on our CAPPAs website, and assign someone to present APPA/CAPPAs organizational information to the group. (5) Review the APPA Get Six listing of members that have not 'renewed' their membership this year. (6) Familiarize ourselves with the APPA Membership Toolbox, as it is extremely helpful when discussing membership.

Other items are to explore "value added" by being a member of APPA/CAPPAs, updating the CAPPAs brochure, and celebrating our successes.

Since I don't want to overwhelm you with information, I'll stop here for now. Remember, "Membership Matters!" Thanks for your dedication to CAPPAs, and I look forward to seeing you in San Antonio for the CAPPAs Technology & Leadership Conference!

Membership Committee		
<i>Charge: Retention and recruitment of the CAPPAs membership.</i>		
<i>Requires: At least one representative from each state or province in the CAPPAs region.</i>		
Chair	J.B. Messer OK	Patrick Zacha MO/TX
	Darrel Meyer MO (K-12 & CC Rep)	Larry Zitzow ND
	Joe Phillips AR	Randy Culver SD
	Wayne Gerstner KS	JB Messer OK (CC Rep)
	Regina McMains AR (Finance Committee Rep)	Hollis Dyer TX
	Rodney Hughes AR/TX	Lalo Gomez TX
	Tami Freeman AR/TX (CAPPAs 2013 Rep)	Marshall Lasswell (TAPPAs Rep) TX
	Matt Kadavy NE	Rod Berscheid MB



Report from the Historian: Looking for Newsletters & Annual Reports

Art Jones, Black Hills State University

“The CAPP A newsletter was first published in January of 1977.”

The CAPP A archives have grown with recent acquisition of additional newsletters and annual reports. I am still in need of several newsletters. If anyone has any of issues 1-3, 10-17, 19-28, 31-33, 38, 70-100, or 102-108 I would greatly appreciate having those for the archives. Please drop me an email at art.jones@bhsu.edu if you have any of the missing issues.

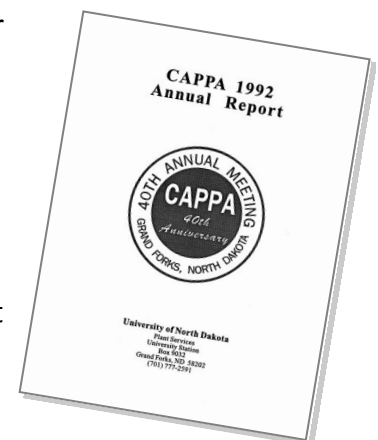
The CAPP A newsletter was first published in January of 1977, by Rex Dillow, under the direction of CSRA President Paul Crall. Rex continued as editor until March of 1988, when John Rulfs took over as editor. John served as editor of the newsletter until May of 1992, when Rex once again took on the responsibility. Rex published issues 54-69, and in April of 1995, Leo Yanda as-

sumed the responsibility of the newsletter. Leo published the newsletter until February of 1997, when Tom Jones took over. He compiled and published the newsletter from February 1997 to September 1999. Ed and Jan Bogard picked up with issues 109 – 124, which were published between September 1999 and September 2004. Vickie Younger started as editor with issue 125 and faithfully published the newsletter until her retirement this fall. Vickie published 22 issues of the newsletter over a period of eight years.

CAPP A has a rich tradition of volunteerism throughout the history of our organization, but the newsletter editors certainly did more than their share. Laurie Lentz has stepped up to the task of serving as

our editor for the foreseeable future. I wish Laurie the best of success and encourage each of you to personally thank Laurie for her efforts on behalf of CAPP A.

By the time the next newsletter comes out, I will have all of the annual reports catalogued and will be asking for those that I am missing. Thank you for looking for the old newsletters, and while you are digging keep in mind that we are also missing some annual reports.



Professional Development Committee Reminder: Don't Pass Up Free Money!

Lynne Finn, South Dakota State University

The National Association of Unclaimed Property Administrators (NAUPA) has a website that connects people with various government agencies so that unclaimed money and property can be reclaimed. Many of the people who are owed money aren't even aware of the unclaimed windfall. Well, the Central Association of Physical Plant Administrators (CAPPA) also provides a similar opportunity.

The **CAPPA Continuing Education Awards** (formerly the CAPPA Scholarship program) are available to assist members to attend professional development opportunities. Much like unclaimed money can enable people to do something they perhaps haven't been able to afford to do, a CAPPA Continuing Education Award can allow you to participate in a learning opportuni-

ty that may have been out of reach before.

This Award represents a member benefit that is underused. Recently, only limited applications have been received to be considered and compete for the award resources. At South Dakota State University Facilities and Services, we are committed to professional development for everyone in our organization, but there are times when resources are limited. Being able to leverage scholarship awards has allowed us to continue working towards the goal of sending as many of our professional staff as possible to the APPA Institute.

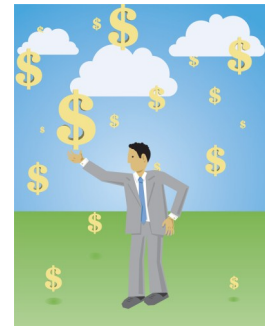
In maintaining a learning culture in our organization, continued professional development is critical. Dave Law, Roger Thue and Amy Jones from our campus have all bene-

fited from CAPPA scholarship awards in the recent past.

Dave Law, a Project Manager/Engineer on our staff notes: *"The scholarship awarded by CAPPA ensured my opportunity to complete and graduate from the APPA Institute for Facilities Management. It made the difference in allowing my institution to send me in a year when travel budgets were limited."*

Roger Thue, who manages our Utility Systems on campus, including HVAC and Central Heating/Chiller Plants, agrees: *"The APPA scholarship allowed me to continue with my track of completing the APPA Institute for Facilities Management during a time when budget constraints at our university would have otherwise delayed my professional develop-*

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"A CAPPA Continuing Education Award can allow you to participate in a learning opportunity that may have been out of reach before."

Free Money, *continued*

ment process. Through the Institute, I have been able to broaden my perspective on facilities management. With the scholarship support I was able to complete all four sections of the course in a reasonable time frame, and put those ideas to work sooner. The networking with peers at these events has always been as valuable as the courses themselves."

In her role as Project Manager/Engineer at SDSU, Amy Jones has also seen the benefits from a CAPPA award. She says: *"Most fundamentally, the CAPPA scholarship made it possible for me to attend the Institute. My University organization wanted a full commitment to attend the entire Institute, but financially needed assistance to make it happen. Further, they wanted me to demonstrate some*

initiative to match their commitment, by putting forth a thoughtful scholarship application. The CAPPA scholarship also made a statement to me —It signified their complete support of the Institute, and further reinforced its value as well as my commitment to completing it. The scholarship application asked applicants to comment on their career goals. I appreciated that opportuni-

ty because I probably would not have instigated that reflection as formally on my own. It motivated me to step back, consider, and articulate my previously tacit goals, indirectly providing another opportunity for professional growth."

Folks, we are leaving money on the table. Apply for the CAPPA Continuing Education Award today to recover your unclaimed assets.

Professional Development in the Fast Lane: **CAPPA Express Workshops**

Chris Snow, Oklahoma City Community College



Do you work in a fast paced environment where you don't have much time, but you want to bring professional development opportunities to your area? Then you should consider CAPPA *Express* Workshops! CAPPA *Express* Workshops are a fantastic way to introduce new ideas, build upon existing knowledge, and network with industry professionals. They are designed to run only from

mid-morning until mid-afternoon, allowing ample drive time for all in the regional area who wish to attend. *Express* Workshops are targeted toward Business Partners with a local or regional focus, who also wish to help identify suitable session content.

If you choose to host one of the *Express* Workshops, the CAPPA Professional Development Committee will

manage event promotions, create prospective attendee lists, create online registration, and help prepare supporting materials. The best part about these Workshops is that you can put them on with little to no cost!

More information can be found at the web link provided below, or you can send the CAPPA Professional Development Committee an email at the address

also provided below. CAPPA looks forward to your institution becoming the next hotspot for a CAPPA *Express* Workshop!

CAPPA *Express* information on the Web:

<http://www.cappaedu.com/index.php?>

[op-](#)

[tion=com_content&view=article&id=54:expresswork&catid=25:education&Itemid=110](http://www.cappaedu.com/content/view/article/54/expresswork&catid=25/education&Itemid=110)

Professional Development Committee E-Mail:

cappaedupd@cappa.edu

CAPPA Professional Development Committee Surveys Your Needs

Cleotis M. Williams, Arkansas State University

Having approached the 60th anniversary of CAPPA, we continue to strive for fresh ideas and learning experiences. We are delighted that you have chosen to join us on this journey of Teaching, Sharing, and Learning. With a myriad of programs, workshops, sharing opportunities, as well as educational and department specific trainings, CAPPA conferences continue to be launching pads for success. It is important to stay abreast of the needs and desires of our CAPPA membership and colleagues.

Thus, the Professional Development Committee launched the new CAPPA Needs Assessment Survey. The survey period took place from November 7, 2012. The online survey model, hosted by Survey Monkey, was delivered electronically to you, requesting your participation and insightful input. The survey included general questions pertaining to conference demographic information, as well as conference preferences, topics, formats, information distribution, and expect-

tations. It also allowed for comments. CAPPA members who completed the survey were entered into the chance to win a KindleFire that has CAPPA-enriched information already on it.

The Committee's goal for the survey is to provide assistance and guidance to CAPPA that will enable us to provide even better programming and services to you. We are looking at bringing you the very best educational programming possible, while continuing to provide the innovative



ideas and best practices to which you have become accustomed.

Through the survey and your ongoing involvement with CAPPA Professional Development, CAPPA will remain grounded not only in innovation, but also in loyalty to your needs. We value and appreciate your input, which helps us continue to create CAPPA professional development activities that meet today's challenges.

Heptig Joins Executive Committee



Edward Heptig, director of Facilities Maintenance for Kansas State University, has been named CAPPA's Third Vice President. Welcome aboard, Ed!

For the complete list of Executive Committee members, visit the CAPPA Web site at <http://www.cappaedu.com/officers>.

Save the Date: CAPPA 2013



September 28 - October 2, 2013
Galveston, Texas

Arkansas State University is hosting the CAPPA Annual Conference in 2013, in Galveston, Texas.

Visit the [CAPPA web site](#) to see the promotional video and add the event to your calendar!

PLUS, Second Vice President Glen Haubold reports that planning for CAPPA 2014 in El Paso, Texas, is already under way.

CAPPA Technology & Leadership Conference 2013: **Beat the Winter Blues!**

Michael A. Miller, The University of Texas at Austin



See all y'all in the
Alamo City!

Snow . . . Ice . . . Bitter Cold. It's February and the winter has worn on you. The Old Farmer's Almanac prediction of colder than usual temperatures in the CAPPA region has come true. Worse yet, Punxsutawney Phil saw his shadow and there's still several weeks of winter left. What can you do?

Well there is an answer. Go to sunny San Antonio, Texas for the 2013 CAPPA Technology & Leadership Conference! Our weatherman, Lalo Gomez,

promises plenty of sun and moderate temperatures in the home of the Alamo—not to mention one of a kind educational sessions offered by a plethora of professionals ready to share state of the art ideas and practices with you and your staff.

Don't forget the networking that lets you exchange ideas with professionals from around the CAPPA region. Networking with peers and business partners is the most valuable piece we

each take home from a conference or meeting, and CAPPA Technology rises to the top of the list when it comes to value gained considering the cost to the institution.

This year instead of letting the winter get you down, plan on attending the CAPPA Technology & Leadership Conference, February 20-21, 2013, at the San Antonio Airport Hilton. Visit <http://www.cappaedu.com/technology/VisitTechnologyConference.aspx> for further information.

For a full listing of CAPPA events, visit <http://www.cappaedu.com/events>.