



Georgia Chapter of APPA

Leadership in Educational Facilities

# GAPPA News

## July 2014

“Waves of Change: Oceans of Opportunity”

**Jekyll Island 2014!** The convention center successfully hosted GAPPA 2014 Conference. The weather was so great which each member enjoyed being a part of the conference on the beach.

We had 100 booths, 29 sponsors and plenty of attendees. There were 144 golf participants, 29 golf sponsors and 4 tennis participants. We had 3 guests visiting GAPPA from other regions. 27 members were approved for the \$800 stipends to attend the conference. The musical group Grape Vine entertained the crowd at the Tuesday banquet.

For a sample of photos from the convention,  
please check GAPPA web site. Select Annual meeting: [www.gappa.org](http://www.gappa.org)



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# Maintain Building Reliability with Less Capital Outlay

Over the Memorial Day weekend, Pond & Company participated in the 2014 Georgia Association of Physical Plant Administrators (GAPPA) conference. Mark Levine, AIA, Van Lynn, PE and Mr. Frank Covington, Associate VP of Facilities at Georgia Gwinnett College presented: ***“Successful Facili-***

- Extending the life of existing buildings....true practice of sustainability.....



***ty Assessments: Savings Through Facility Manager & A/E Firm Partnerships.***” This in-depth discussion focused on the decreased budgets associated with capital planning, and how these reductions place pressure on facility managers across the state. The question of: ***“How can we maintain high levels of building reliability with less,”*** has created the necessity to think outside of the box regarding capital planning for maintenance and repair.

The building assessments Pond recently completed for Mr. Covington at Georgia Gwinnett College was used as a case study to showcase the power of programs such as BUILDER, which carefully tracks and plans campus-wide maintenance processes and replacements. The data carefully collected by Pond and analyzed by BUILDER provides Mr. Covington the empirical information needed to prioritize the work and justify yearly capital budgets to provide the best value for the college. It also provides the institution an important accountability tool to measure performance as the college works closely with their maintenance service providers. This level of detail is often achieved by partnering with professionals like Pond who have extensive assessment expertise, a large professional staff, and the analytical technology to develop beneficial results.

Pond & Company, [www.pondco.com](http://www.pondco.com).

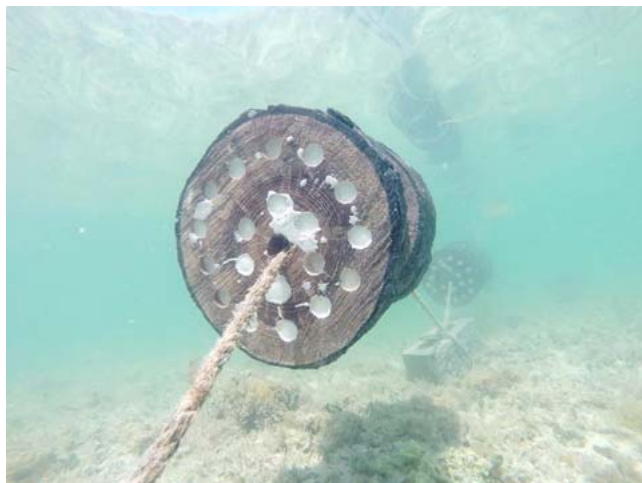
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# Valdosta State Students Apply Principles of Green Technology To Artificial Reefs

The landscape and grounds department along with biology and chemistry students at Valdosta State University have been working with Dr. Tom Manning, professor of chemistry, on an approach that applies the principles of green technology to artificial reefs.

Artificial reefs are man-made structures that are placed underwater to promote marine life. The National Oceanic and Atmospheric Administration currently allow reefs to be constructed of steel and concrete, which is costly and sometimes hazardous. For example, steel from ships and reefs contain chromium and nickel – both toxic metals that have been identified in lobster, fish and other marine life that is caught for consumption. The VSU reef is made from dead pine trees that were removed from campus. The pine trees were cut into 1”-5” wafers and one inch holes drilled into the face of each wafer.



“In the past, dead trees have been cut down and hauled off campus to be disposed of by a tree surgeon. Now, we are extending the use of these trees in a sustainable way” says Brett Ganas, Assistant Director of Landscape and Grounds/ Landscape Architect.

“The students created an artificial reef made of cellulose, which is the most abundant organic compound on Earth,” said Manning. “The students then deployed the reef in the Florida Keys and monitored the marine ecosystem for seven months.”

To prepare the reef, the students dried bamboo – a source of cellulose – in an oven and then soaked it in nutrients before allowing it to dry at room temperature. The resulting mixture was then inserted into the holes of each pine tree wafer. The wafers are then strung together and submerged in the ocean creating habitat and

food source for octopus, crab, fish and other organisms of the sea.

Valdosta State University is committed to being a better steward of the environment.

W. Brett Ganas, RLA  
Assistant Director – Landscape and Grounds  
Valdosta State University



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## VSU RECEIVES THE GEORGIA TRUST AWARD

Georgia Power presented Valdosta State University with a \$22,521.05 rebate check as part of the university's ongoing program to conserve energy on campus. According to Robert Tindall, Associate Director for Facilities Planning, the university continues to work closely with Georgia Power to develop new projects that saves energy. The rebate funds will be used to add new LED lighting in parking areas and upgrade the West Hall air conditioning system. Tindall said that the university has upgraded mechanical and lighting system in five building on campus, which helped qualify Valdosta State for the Georgia Power rebates. Pictured are Georgia Power South Region Vice President Terri Lupo, Alan Sanderson with VSU's Facilities Planning, VSU President Dr. William McKinney, VSU Physical Plant and Facilities Planning Director Ray Sable, VSU Physical Plant and Facilities Planning Vice President Robert Tindall, VSU Project Manager Dan Coody, VSU Interim Vice President for Finance and Administration Traycee Martin, Georgia Power Key Account Manager Robbie Hastings, Georgia Power South Region Team Sales Manager Audrey King, Georgia Power Commercial Program Manager Tommy Thurmond, and Georgia Power External Affairs Manager J. Kevin McCraney.



VALDOSTA – The Georgia Trust for Historic Preservation has presented Valdosta State University with the Excellence in Rehabilitation Award for the renovation of Ashley Hall.

Headquartered in Atlanta, The Georgia Trust is a nonprofit organization organized in 1969 to recognize and celebrate the preservation of buildings throughout the state.

"This statewide award is significant for Valdosta State as it recognizes how VSU cares for and protects its historic buildings," said Robert Tindall, associate director of facilities planning at VSU.

"Ashley Hall is a building that represents a significant part of history for our institution. To paraphrase what our late president, Dr. Hugh Bailey, is noted for saying, 'Valdosta State is the crown jewel of the University System of Georgia' and Ashley Hall is one of our diamonds."

The university's third oldest building, Ashley Hall was constructed in 1921. The original building contained a dining room and kitchen and the rotunda was used for numerous social functions and in 1942 was dedicated as a chapel.

Named for former Valdosta Mayor C.R. Ashley, who served from 1900 to 1904, the 26,000-square-foot building has undergone many renovations in the past. Recent improvements represent a complete restoration of the building.

The recent \$5.5 million restoration project took two years to complete and now houses the Department of History and Department of Philosophy and Religious Studies. VSU hosted a ribbon cutting to celebrate the restoration of Ashley Hall in November 2012.

This past year VSU was awarded the Georgia Board of Regents' Sustainability Award for Historic

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## VSU RECEIVES THE GEORGIA TRUST AWARD

Preservation, which is presented annually to an institution that excels in preserving and restoring a campus building to or exceeding federal and state historic restoration standards and guidelines.

"These awards are indeed an honor for Valdosta State and we will continue to be the protectors of Ashley Hall and all of our historic buildings," said Tindall.

By: Robert Tindall  
Associate Director  
Facilities Planning  
Valdosta State University

## Georgia Tech Facilities Team for the *2014 Friends of Student Affairs Award*

The GT Division of Student Affairs selected Area Manager Garry Lockerman and the Area I Team for its 2014 "Friends of Student Affairs" Customer Service Award for outstanding responsiveness, quality of work and communication.

The citation read by Vice President of Student Affairs, Dr. Bill Schafer, stated among other things



**"Garry and the Area I Team are very professional, courteous and dependable. Their job is a very difficult task, covering many complex building – yet they make each building manager feel as though they are their top priority. This is one of the traits that makes them such an outstanding team."**

By: Mark Demyanek  
AVP, Facilities Management  
Operations & Maintenance  
Georgia Tech



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# Synthetic Aperture Sonar to Help Navy Hunt Sea Mines

Torpedo-shaped autonomous underwater vehicles (AUVs) are used to map swaths of the sea floor with sonar sensors. Credit: Daniel Cook **DOWNLOAD IMAGE** The underlying technology, known as synthetic aperture sonar (SAS), uses advanced computing and signal processing power to create fine-resolution images of the seafloor based on reflected sound waves. Thanks to the long-term vision and a series of focused efforts funded by the Office of Naval Research spanning back to the 1970s, SAS has become a truly robust technology. When it transitions to the fleet, the SAS will dramatically improve the Navy's ability to carry out the mine countermeasures mission.



"The Navy wants to find sea mines," said Daniel Cook, a GTRI senior research engineer. "There are systems that do this now, but compared to SAS, the existing technology is crude."

The SAS research is funded by a grant from the Office of Naval Research, and is conducted in collaboration with the Applied Research Laboratory at the Pennsylvania State University. In the past year, the group has made strides in improving the ability to predict and understand sonar image quality and has published and presented their work at conferences.

Sonar systems emit sound waves and collect data on the echoes to gather information on underwater objects.

The Navy uses torpedo-shaped autonomous underwater vehicles (AUVs) to map swaths of the seafloor with sonar sensors. Perhaps the most well-known example is the Bluefin 21 used to search for Malaysian Airlines Flight 370. The AUVs zigzag back and forth in a "mowing the lawn pattern," Cook said. These AUVs can map at a range of depths, from 100 to 6,000 meters.

SAS is a form of side scanning sonar, which sends pings to the port and starboard sides of the AUV and records the echoes. After canvassing the entire area, data accumulated by SAS is processed into a mosaic that gives a complete picture of that area of the seafloor.



SAS has better resolution than real aperture sonar (RAS), which is currently the most widespread form of side scan sonar in use. RAS transmits pings, receives echoes and then paints a strip of pixels on a computer screen. RAS repeats this pattern until it has an image of the seafloor. This technology is readily available, and relatively cheap, but its resolution over long ranges is not good enough to suit the Navy's mine hunting needs.

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# Synthetic Aperture Sonar to Help Navy Hunt Sea Mines

RAS sensors emit acoustic frequencies that are relatively high and are therefore quickly absorbed by the seawater. SAS uses lower frequency acoustics, which can travel farther underwater. Upgrading to SAS improves the range at which fine resolution pictures can be produced.

“RAS can give you a great looking picture but it can only see out 30 to 50 meters,” Cook said. “For the same resolution, SAS can see out to 300 meters.”

SAS does not paint a line-by-line picture of the sea floor like RAS. Instead, SAS pings several times and then records the echoes on a hard drive for post-processing. Once the AUV surfaces, the hard drive is removed and the data is analyzed by computers in a complex signal processing effort. The signal processing converts the pings into a large, fine-resolution image of the seafloor. The commonly accepted measure for fine resolution is a pixel size of 1 inch by 1 inch, which is what SAS can achieve.

Tests of SAS in AUVs have produced fine-resolution images of sunken ships, aircraft, and pipelines. But when looking at an image of the seafloor from above, operators might have difficulty discerning the identity of simple objects. For example, certain mines have a circular cross section. When looking at a top-down image, an operator might not be able to tell the difference between a mine and a discarded tire. To discern if that circular-shaped object is a threat, operators consider the shadow that an object casts in the sonar image. A mine will cast a shadow that is easy to distinguish from those cast by clutter objects such as tires. The shadow contrast research will be used to help ensure that this distinction is as clear as possible.

“There are other more complicated models that the Navy uses that will do this sort of calculation, but it

takes too long,” Cook said. “We have developed a compact model that will allow you to predict contrast very quickly.”

Improving contrast prediction can have a ripple effect in mine hunting capability. Naval officers will be better able to plan missions by predicting how good the shadows will be in a certain environment. This can lead to improved imagery, power conservation, and better performance for automatic target recognition software.

Mines are plentiful and easy to make. Some mines explode on contact. Others are more sophisticated, exploding or deploying torpedoes when their sensors detect certain acoustic, magnetic or pressure triggers. Some can destroy a ship in 200 feet of water.

“Mines are a terrible problem. They lie in wait on the seafloor, so you want to go find them with as few people in the process as possible, which is why we’re driven towards these autonomous vehicles with synthetic aperture sonar,” Cook said.

This research is supported by the Office of Naval Research under grant numbers N00014-12-1-0085 and N00014-12-1-0045. Any opinions, findings, and conclusions or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of the Office of Naval Research.

**CITATIONS:** D. Cook, et al. “Synthetic aperture sonar contrast, in 1st International Conference and Exhibition on Underwater Acoustics,” June 2013, pp. 143–150.

Z.G. Lowe, et al. “Multipath ray tracing model for shallow water acoustics.” Proc. 11th Eur. Conf. Underwater Acoust., ECUA2012, Jul. 2012.

**Courtesy: Research News  
Georgia Institute of Technology  
Writer: Brett Israel**

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# Exploring District Energy in the Capital City

CLARK ATLANTA UNIVERSITY

MOREHOUSE COLLEGE

SPELMAN COLLEGE

Atlanta has the largest concentration of colleges and universities in the southern U.S. Among these are three of the nation's first institutions created specifically to serve African-American students. In addition to their shared commitment to educating a diverse student population, they all share key facilities with each another including a central energy plant. Clark Atlanta University (CAU) is a private, coeducational university with a predominantly African-American heritage.

Established in 1988 through the consolidation of two independent historically black institutions, Atlanta University (1865) and Clark College (1869), it offers undergraduate, graduate and professional degrees as well as certificate programs to students of diverse racial, ethnic and socioeconomic backgrounds. Morehouse College was established in 1867 as the Augusta Theological Institute, located in the basement of Springfield Baptist Church in Augusta, Ga. The school's primary purpose was to prepare black men for ministry and teaching. Today, Morehouse enjoys an international reputation for producing leaders who have influenced national and world history. Spelman College was founded in 1881 as the Atlanta Baptist Female

Seminary and became Spelman College in 1924. It has the distinction of being America's oldest historically black college for women and is a recognized global leader in the education of women of African descent. In 1927, Atlanta University (as it was then known), Spelman and Morehouse decided that they could all benefit by sharing a common library and a central steam plant. They joined forces to build the John B. Shepherd Central Utility Plant, located on the CAU campus. Named after a former plant engineer and commissioned in the late 1920s, it has provided thermal energy to the three adjacent campuses for more than 80 years. New boilers were added in the 1960s and 1980s, but those additions alone were not sufficient to keep pace with **changing** campus needs. In the early 2000s, uncertainty about the plant's future led college officials to install boilers and chillers in individual buildings as they were being built or renovated, rather than relying on the aging steam network.

When Spelman was planning a new 303-student residence hall in 2005, the college came very close to building its



Honoring Samuel T. Graves, the second president of Morehouse College, Graves Hall comprised the entire campus when the school moved to Atlanta from Augusta. It is listed on the National Register of Historic Places and today serves as an honors dormitory.

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SPELMAN COLLEGE

own central plant and abandoning the Shepherd energy center altogether. Arthur E. Frazier III, an accredited architect, had recently been hired as Spelman's director of facilities.

After he discussed the issue with Spelman's vice president for business and financial affairs, the college decided to pursue a renovation of the Shepherd Central Utility Plant and outsource its operations and maintenance. Spelman and CAU issued a request for proposal for an energy services company, but Spelman continued a parallel process of planning its own plant, just in case. "We interviewed three energy services companies in fall 2006 and selected Indiana-based Energy Systems Group," Frazier recalls. "But in December, while that agreement was being negotiated, we had a critical failure of the 1960s boiler, which was the only operational boiler at that time. One of our 1980s boilers was already out of service, and the other was being retubed. So we had nothing." Spelman brought in temporary boilers for its campus, and a few days later Energy Services Group (ESG) installed a larger temporary boiler at the central plant even as it began working on a full redesign of that plant.

The \$12 million renovation of the plant began in 2007 and was completed the following year. Financing was provided by The University Financing Foundation (TUFF), a nonprofit 501(c)(3) operating foundation whose mission is to assist institutions of education and research in the planning, development and financing of facilities and equipment at belowmarket costs. ESG was contracted to do the renovation and to operate the plant, which today includes two Nebraska gas boilers with propane backup, one electric boiler and one 1,300-ton chiller (a second chiller will be added in summer 2014). The plant provides steam to all three campuses and medium-temperature hot water to select buildings on the CAU and Spelman campuses. Today the plant is owned by TUFF. Spelman and Clark are the primary customers, while Morehouse buys steam from the joint venture but has no ownership position. They all appreciate the benefits of having an outside company run the plant. "We're able to take advantage of reduced utility rates because of their purchasing power," says Bonita Dukes, Associate Vice President of Business Services for CAU. "Spelman and CAU each pay according to what we use, and we share the revenues that we receive from Morehouse College."

Today, the plant services 23 buildings at Spelman, 14 at CAU and 14 at Morehouse.

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Spelman's newest residence hall is known as The Suites, where 303 students enjoy apartment-style living in units with two, three or four bedrooms.

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# Valdosta State Rain Garden becomes a reality

Valdosta State University has completed the installation of the first rain garden on campus. The rain garden is located at the new Health Science Business Administration building and not only represents a drainage solution to a wet area but a change in thinking for collection of rain water on campus. "What was a problem area became an opportunity to introduce a sustainability measure to our campus" says Brett Ganas, Assistant Director of Landscape and Grounds/ Landscape Architect. "Rainwater from the building and plaza is routed through the garden and filtered before entering the storm system."

"This project has proven to be successful and we will continue to utilize rain gardens in our landscape" according to Robert Tindall, Associate Director. The rain garden represents a new avenue and direction for VSU to utilize rain water.



Other sustainable initiatives recently introduced by VSU include capturing, storing and reusing condensate return from fan coil units in dormitories and the use of solar panels to power a computer lab in the library.

The design of the rain garden was done in-house by Brett Ganas. Installation was performed by a local landscape firm.

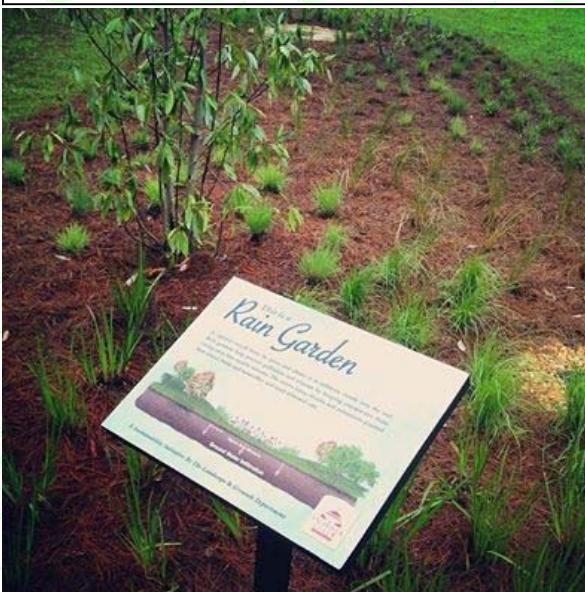
W. Brett Ganas, RLA

Assistant Director – Landscape and Grounds  
Valdosta State University

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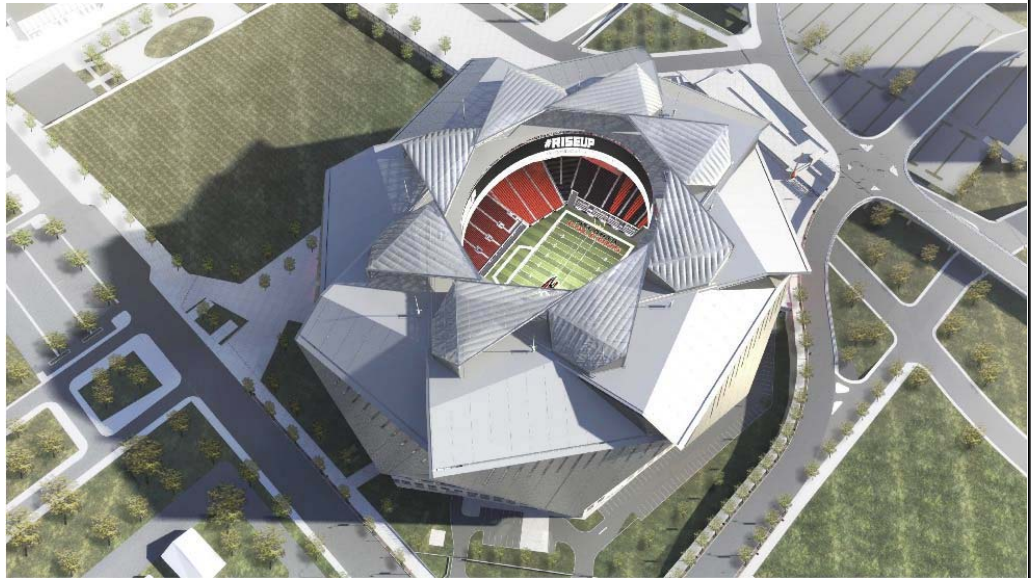
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# New way of saving Money!

J&A Engineering is proud to be a member of the engineering team for the new Atlanta Falcons stadium project. J&A is a sub-consultant providing stadium-wide designs for the IPTV distribution and audio/visual systems, as well as IT telecom infrastructure, security and access control for the stadium and surrounding parking and grounds.

The new \$1.2 billion multi-purpose stadium will be a state-of-the-art, iconic sports and entertainment complex designed to attract world-class sports, civic, cultural, and commercial events and serve as a landmark for the city of Atlanta.



The 1,800,000 square foot stadium, designed by leading design firm 360 Architecture, will accommodate seating for 71,000 and will feature a first-of-its-kind retractable roof configuration and an open air concourse.

The innovative, versatile and technologically advanced facility will be truly iconic, showcasing other unique elements including a 60-foot high, 360-degree video

board, a floor to ceiling window with views of the downtown Atlanta landscape, and exterior accent lighting reflecting the event color scheme. Also essential in its planning, the new stadium will represent the highest standards in environmental responsibility and will incorporate the latest in sustainable and LEED advancements in design, construction and operations.

J&A Engineering is designing the following systems:

- Audio Visual Systems
- Telecom Infrastructure Systems
- Security & Access Control Systems
- IPTV Distribution Systems

This exciting state-of-the-art venue is scheduled to be completed in 2017.

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# Building Green Initiative Names Top Ten Historically Black Colleges and Universities of 2014

Atlanta, GA -A comprehensive survey released on Earth Day by The Building Green Initiative (BGI) at Clark Atlanta University says historically black colleges and universities (HBCUs) are driving energy efficiency on their campuses and promoting sustainability through their policies, practices and curriculums.

The survey ranked the nation's most eco-friendly HBCUs and found the University of Maryland Eastern Shore (UMES) and Florida Agricultural and Mechanical University were the top green campuses among public institutions, while Spelman College and Howard University topped the list for private schools, BGI director, Felicia Davis announced today.

"Black colleges are going green," said Davis. "This survey provides a clear picture of the wide-ranging activities underway at HBCUs to generate renewable energy, build to LEED Gold Certification standards and engage students in green initiatives, ecological curriculum and sustainable lifestyles."

Rankings were determined by analyzing responses from 43 participating HBCUs in the areas of administration, energy efficiency, green building, recycling, renewable energy generation, food, transportation, purchasing, and student involvement.

"We determined that students are getting more involved in the environmental movement on HBCU campuses," said Andrea Harris, president of North Carolina Institute for Minority Economic Development (NCIMED), the company commissioned to analyze the survey. "HBCUs are also using innovative, green technologies to address health, economic, and educational challenges in underserved communities."

Mural lining the walls in the entrance of the newly renovated LEED Gold certified Laura Spelman Rockefeller Memorial Hall Building at Spelman College in Atlanta is a work of art that depicts change agents who have been part of the institution's legacy of social activism since its founding in 1881.

According to the survey results, all of the top institutions have signed the American College and University Presidents Climate Commitment, created sustainability committees, and are taking steps to reduce campus emissions.

Innovative renewable energy solutions landed UMES as the top ranking school among all HBCUs. "The 17-acre solar farm we opened three years ago is now paying environmental and economic dividends. Our future plans will reduce our carbon foot print and also fully engage faculty and students in production-scale renewa-



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ble energy generation research projects" said G. Dale Wesson, UMES vice president for research and economic development.

The participating schools were separated into two ranking categories: public and private institutions. Of the colleges surveyed, the top ten green HBCUs for 2014 are:

## Public

1. University of Maryland Eastern Shore (Princess Anne, MD)
2. Florida Agricultural and Mechanical University (Tallahassee, FL)
3. Elizabeth City State University (Elizabeth City, NC)
4. North Carolina Agricultural & Technical University (Greensboro, NC)
5. (Three-Way Tie) Morgan State University (Baltimore, MD), Bowie State University (Bowie, MD) & Mississippi Valley State University (Itta Bena, MS)

## Private

1. Spelman College (Atlanta, GA)
2. Howard University (Washington, DC)
3. Morehouse College (Atlanta, GA)
4. Livingstone College (Salisbury, NC)
5. (Tie) Claflin University (Orangeburg, SC) & Clark Atlanta University (Atlanta, GA)

Housed on the campus of Clark Atlanta University, the Building Green Initiative works to increase campus-wide sustainability at minority serving institutions with a strong focus on HBCUs. BGI is an advocate for innovative financing to support green building, energy efficiency retrofits, green revolving loan funds, interdisciplinary approaches to sustainability curriculum and student engagement. Formal partnerships with higher education environmental organizations, corporations committed to sustainability and an active BGI network expands HBCU access to a range of technical support.



NCIMED is an established nonprofit organization with 26 years of experience promoting and contributing data and information as key components of a knowledge-based economy.

For a full report on the findings go to <http://buildinggreennetwork.org/?p=1346> or email [iask@bellsouth.net](mailto:iask@bellsouth.net).

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# Jekyll Island Convention Center and GAPPA





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# Jekyll Island Convention Center and GAPPA





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See you in Jekyll Island in 2015



# Grape Vine and happy crowd



**Make a mark on your calendar for 2015 GAPPA Conference**



## Wonderful Registration Team!



See you in Jekyll Island in 2015

## APPA President Elect Randolph Hare swearing in the GAPPA board members 2015-2016



Ralph Johnson	Immediate past president
Art Frazier	President
Harbin Farr	1 VP
Todd Bermann	2 <sup>nd</sup> VP
Ray Sable	2 <sup>nd</sup> VP
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Casey Charepoo	Newsletter
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Dale Hess	Member
Christopher Jackman	Member
Don Alexander	Member
Fred Ricketson	Member
Bob Watkins	Member

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# Georgia Tech, Engineered Biosystems Building (EBB)

STATE FUNDS REQUESTED (FY13): \$59 million for construction(recommended by Governor and BOR)  
ADDITIONAL FUNDS COMMITTED:\$34 million in Institute and privatedonor funds

Georgia Tech's Engineered Biosystems Building will provide 218,880 gross square feet of flexible interdisciplinary laboratory space for researchers collaborating in the fields of Chemical Biology, Cell Therapies and Systems Biology. The project will create a unique environment that connects people from multiple disciplines and departments to focus on specific societal problems in a holistic manner. A principle goal of the design is to foster interaction between chemists, engineers, biologists and computational scientists from two separate Colleges, the College of Engineering and the College of Science.



The building is developed with a highly utilized equipment corridor securely linking vertical circulation to every laboratory and support space while allowing wide transparency into research labs. A specialized research facility is located in the building's basement, allowing for more transparent and publicly accessible spaces to occupy the ground level. Core facility access and expansion are critical to the success of interdisciplinary bioengineering facilities and have been carefully accounted.

The EBB will serve as the focus for Georgia Tech's efforts to improve human health through an enhanced understanding of complex living systems. The building will co-locate and integrate faculty and students from the Colleges of Sciences, Engineering, and Computing whose research focuses on molecules, cells, organisms, and populations as a composite of the dynamically interacting biological systems and pathways that together control the manifestation of disease and determine the state of health.

This exciting facility is currently under construction by McCarthy Building Companies, Inc. and is scheduled to complete in late summer 2014. The EBB is designed by Cooper Carry/Lake Flato and is targeting LEED Gold certification.



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# Supervisor ToolKit at Georgia Tech

The Georgia Tech Facilities Management organization recently made the decision to invest in all supervisory personnel by scheduling several in-house APPA Supervisor's Toolkit training programs on-campus. The primary reason for scheduling the training was to provide a professional development opportunity for supervisors and lead personnel and to equip them with tools and information essential to helping them become more effective leaders within the department. Often times Facilities Management leaders "come up through the ranks", and they may or may not have ever had the benefit of any formal supervisory training. The APPA Supervisor's Toolkit provides an excellent curriculum that mixes practical "book knowledge" with thought-provoking exercises, video clips and team discussions that help maintain attendees' interest and sharpen their supervisory skills.



It would be virtually impossible, and certainly impractical, to send all supervisors out of town to attend such a program. However, by arranging for it to be done in-house, logistics such as time and travel expenses were a non-issue. To ensure that critical Facilities operations continued during the week, it was necessary for individual department heads to do advance planning, so that all of their key supervisors were not out at the same time.



Perhaps the most important factor which allows Georgia Tech to provide this unique in-house opportunity is the fact that Georgia Tech Facilities Management Associate Director of Utilities Maintenance, Mr. Casey Charepoo, is an APPA-certified trainer who teaches the Toolkit course at other institutions around the country. Casey was assisted in the course by the GT Facilities Management Human Resources Business Partner, Mr. Jeffrey Maynard, who has many years of experience in industry as

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# Supervisor ToolKit at Georgia Tech



a supervisor, union representative and Human Resource management. This combination of instructors provided a good balance of perspectives, which was strongly endorsed and verified by the attendee evaluations / feedback forms completed at the end of the week.

The APPA Supervisor's Toolkit is a very valuable training aid for supervisors, forepersons, lead personnel and any employee who shows promise as a potential leader in a Facilities Management organization. Georgia Tech plans to continue offering the Supervisor's Toolkit training program on an ongoing basis going forward, and additional plans include offering Toolkit program for all Facilities Management employees to develop improved workplace communication and workplace culture awareness skills.

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