

BY MARK CRAWFORD

Fellow and Meritorious Service Awards

HONOR CONTRIBUTIONS IN THE FIELD OF FACILITIES MANAGEMENT

Every year APPA presents its Fellow and Meritorious Service Awards to leaders in educational facilities management. These men and women have demonstrated their dedication to facilities management by investing large amounts of time and great expertise to advance the profession, often as volunteers, especially through training, education, and other collaborative initiatives.

The **APPA Fellow** designation is APPA's most prestigious individual achievement honor. Candidates must be active APPA members for at least 10 years, graduate from the Institute for Facilities Management and the Leadership Academy, and complete an approved research project under APPA's Center for Facilities Research (CFaR). The Fellow Award not only recognizes past accomplishments, but also continued involvement in APPA's leadership program through research and mentoring.

The 2015 APPA Fellow Award honors **Glenn Smith**, director of facilities at Bryn Mawr College and past APPA President.

The **Meritorious Service Award** is APPA's highest award for individual service and is given to individual members who have made significant, life-long contributions to the profession of education facilities management. Candidates must be active members of APPA for at least 10 years, participate in various APPA meetings and other functions at the international level, serve as chair or member of an APPA training program or project, and demonstrate continued and distinguished service to the association.

The 2015 Meritorious Service Award recipients are:

- **David Gray**, retired assistant vice president of facilities services, Middle Tennessee State University, and past APPA President
- **Tony Guerrero**, associate vice chancellor for facilities services, University of Washington Bothell and Cascadia College
- **Jeri Ripley King**, assistant director of facilities management, University of Iowa, and past APPA Vice President for Information and Research

APPA FELLOW AWARD

Glenn Smith

Director of Facilities
Bryn Mawr College



Glenn Smith has been a member of APPA for more than 15 years. He graduated from APPA's Institute for Facilities Management and APPA's Leadership Academy in 2000. "Traversing the Culture Continuum," his CFaR research project, examines how the power and influence of organizational culture can impact an institution's ability to deal with change. Excerpts of his work have been published by APPA and presented at several higher education and facilities management organization conferences.

The ideas behind "Traversing the Culture Continuum" were largely based on Smith's experiences as a U.S. Navy officer, where he learned about the work of W. Edwards Deming, Stephen Covey, and others as part of the Navy's Total Quality Leadership initiative. "As I moved on to higher education, the notion of a 'culture continuum' took shape, which became the basis of my research," says Smith. "It became my passion to explore what other true researchers had discovered and apply it in the form of an easily understood continuum or chart. Even though I wasn't sure where this exploration would take me, the journey has been absolutely stimulating."

Most rewarding to Smith is that his work is being used as a primary thread in all four levels of APPA's Leadership Academy. For example, Track 1, Individual Effectiveness Skills, is launched with a half-day discussion on organizational culture, the culture continuum, and the importance and value of trust-based cultures—all customized for the facilities audience.

"Glenn has generously shared his materials with all Level-1 facilitators and also collaborated with us to provide a well-rounded program," says Michelle Frederick, senior representative of regional representatives to the APPA Board of Directors and ERAPPA (Eastern region) past president. "He has recently started having Track-1 facilitator conference calls to keep all of us connected and collaborating on Track 1."

Smith acknowledges that his leadership skills have developed out of his APPA experiences—from his first role as president of his local Delaware Valley Chapter to his term as APPA President. Smith was also a member of APPA's Board of Directors, where he interacted with other Board members to help determine the future direction of the association. As a member of the Leadership Academy, Smith works with various faculty members

to facilitate the learning experiences of other educational facilities professionals.

One of the best parts of his job as director of facilities services at Bryn Mawr College is the opportunity to "work every day with an outstanding group of professionals. Together we deal with a wide assortment of issues, many of which come up unexpectedly," he says. "It is always a team effort. At Bryn Mawr, we have replaced standard performance evaluations with personal coaching sessions—all to recognize the interdependent team nature of our work."

Smith is quick to point out that "none of us volunteer our time, energy, and passion with the thought of receiving an award, and none of us accomplish anything at our institutions or as part of APPA single-handedly. As I contemplate retiring from the position I have held at Bryn Mawr College for 18 years, and lay plans for pursuing opportunities that will keep me even more engaged with APPA's Leadership Academy, it is very fulfilling to know that I have left a legacy of contribution deemed worthy by those I so highly respect."

MERITORIOUS SERVICE AWARD

David W. Gray

Assistant Vice President of
Facilities Services (ret.)
*Middle Tennessee State
University*



After attending several APPA annual meetings early in his career, David Gray quickly realized how important APPA would be to his professional development. He started his service in SRAPPA (Southeastern region) by serving as secretary/treasurer from 2001 to 2007. Today he serves as president of Tennessee's APPA chapter. Gray began his APPA International service in 2007 when he was elected Vice President for Professional Development, and later served as President-Elect in 2010-11, President in 2011-12, and Immediate Past President in 2012-13.

As a past president of APPA, Gray helped coordinate and conduct conference calls with other APPA past presidents, calling the group the "P3s" (Past Presidents' Projects). This group works on special projects as needed and even assembled in San Diego for a group picture of a record 14 APPA presidents. Gray has also been involved in encouraging historically black colleges and universities to join APPA and continues to reach out to vari-

ous APPA members to help find ways to connect with this group and increase membership.

Gray has found the past 14 years working with APPA and its members to be a truly rewarding experience. "I have thoroughly enjoyed getting to know the countless individuals who have supported and encouraged me along the way, and have become friends and mentors," he says. "Being able to lead, shepherd, mentor, or simply say thank you to our members when needed, and collaborate on ideas and best practices, has always been rewarding, educational, and enjoyable. I've learned a lot."

Communication between APPA members, notes Gray, appears to be at an all-time high. Even as APPA volunteers have "other day jobs" and busy professional careers, APPA members seem to have an "element of understanding regarding a higher idea/virtue of abundance, rather than scarcity," says Gray. "In other words, members are willing to share important knowledge, expertise, and encouragement so that their colleagues and peers can become better at what they do. That seems to be the APPA way."

MERITORIOUS SERVICE AWARD

Tony Guerrero

Associate Vice Chancellor for
Facilities Services
*University of Washington Bothell
and Cascadia College*

As an active member of APPA since 2004, Tony Guerrero continues to serve in leadership roles that promote collaboration among educational facilities managers beyond his campuses.

His enthusiasm and networking skills led to the creation of the first chapter in PCAPPA (Pacific Coast region). He is also a founding board member and current president for the Washington APPA (WAPPA), which continues to expand its range of influence by bringing together colleges, universities, and hospitals from Washington, Oregon, and Idaho for WAPPA workshops.

Helping create the first APPA chapter in Washington is one of the highlights of his career. "We recognized the need for campuses to collaborate and exchange ideas," says Guerrero. "Providing a framework and a meeting place allowed our staff to network, as well as learn. For some of our fellow institutions, universities and colleges alike, it is really tough financially to get approval to attend the PCAPPA and APPA conferences. Our chapter workshops have provided a great way to meet these needs."



Guerrero has presented 10 workshops to date. "One of the most rewarding comments we received from one of our workshops was, 'Thank you for getting us together so I could finally meet my peers from other institutions.' The impacts of connecting institutions together can be far-reaching. Getting our staff to exchange information, help each other, share parts, share knowledge, team up and purchase training together all happened because we provided a venue where they could network."

Guerrero continues to help other PCAPPA members create chapters in their areas. For example, BayAPPA in the Greater San Francisco area is one of the newest, supported in part by the Southern California APPA chapter, which Guerrero helped create.

"I have enjoyed giving back to the facilities services field because I was blessed to have mentors share their passion with me," says Guerrero. "Sometimes you feel all alone out there, thinking your campus is the only one with a particular problem or issue. When my peers have a place to connect with others like themselves, it is exciting to see them realize that they are not alone. Sometimes you find the solution by talking to your peers, or sometimes you can provide a solution to others. Either way, it has been gratifying to be that catalyst for networking and communication."

MERITORIOUS SERVICE AWARD

Jeri Ripley King

Assistant Director of Facilities
Management
University of Iowa

Jeri Ripley King has over 30 years of university work experience, including 15 years as an organizational change consultant and 12 years in facilities management. She began her facilities management career in planning, design, and construction at the University of Missouri. Shortly after joining APPA in 2002, she was hired by the facilities management team at the University of Iowa.

King has served APPA in multiple ways, including teaching, research, publishing, peer reviews, and peer-to-peer networking. She collaborated on a self-evaluation for the Facilities Management Evaluation Program (FMEP) and on several successful submissions for APPA's Effective and Innovative Practices Awards. Her work on the research project "Structuring In-House Construction Rates" received a CFaR Research Award in



2006. King also participated in the Thought Leaders Series that produced the APPA sustainability guide, *The Educational Professional's Practical Guide to Reducing the Campus Carbon Footprint*.

King enjoys connecting ideas in ways that simplify a complex topic so that it resonates with others, and then “watching them expand on the idea to make it better.” It is especially rewarding, she notes, to make contributions to her department and the field of educational facilities management that continue to provide value over time. “For example, Don Guckert and I coauthored a paper entitled ‘The High Cost of Building a Better University’ that was published in *Facilities Manager* in 2003,” she says. “We still receive comments about how other facilities departments are using that article in their planning, which is very gratifying.”

For King—especially in her various roles with APPA’s Information and Research Committee for nine years, including serving as vice president and chair of the committee for the last three years—collaborating with others to create better outcomes is what makes APPA committee work so interesting and rewarding. She has played a key role in developing and enhancing many of APPA’s products and services, including the Body of Knowledge and Facilities Performance Indicators.

“APPA is an association of people with a passion for educational facilities,” says King. “They have the vision, the willingness to collaborate, and the ability to train and develop others to make any needed change or improvement in the field of educational facilities management happen. This group will not have any problems moving forward.” ☺

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2016 Award Nominations and Applications

Nominations and applications are now being taken for APPA’s 2016 APPA Fellow and Meritorious Service Awards. **The deadline for consideration for the 2016 awards is November 30, 2015.** Awards nominations submitted after November 30, 2015 will be held and considered in the 2017 award cycle. For more details, visit www.appa.org/membershipawards/index.cfm.



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