December 14, 2012

Dear Colleagues,

As we near the end of 2012, let me thank all of you for your hard work this past year. Because of your dedication and loyalty to the university, I believe we are in a much better position today than we were a year ago. As we look ahead to 2013, I am launching this newsletter to share information and insights with you on a regular basis. My hope is that this newsletter will evolve into a dialog. Please help me communicate with you better by letting me know what topics to address and what issues are important to you.

The well being of staff has been a subject of focus at both division and university levels. The FS staff survey task force has completed their review of FS feedback and has made recommendations to the senior leadership team and me. I hosted three town halls this month to review many of the recommendations (view my presentation here). I thank the members of the task force, led by Jim Adams of Energy and Sustainability, who exceeded my expectations and devoted considerable time and effort to understand your feelings and experiences. We have a great starting point for our next steps, which will require your ongoing participation and commitment to our shared values.

FS has submitted our diversity and inclusion plan as part of the university-wide initiative, Toward New Destinations. The FS Diversity and Inclusion committee will be reaching out with invitations to engage with our current commitments and help shape our future goals. I am proud of our longstanding commitment to diversity in its broadest sense, and I encourage each of us to see ALL members of our staff as part of and benefiting from our inclusion and diversity programming.

In 2013, I will share information about a number of high-profile issues, including the new university budget model, the university’s deferred maintenance backlog, and the university’s next steps based on the employee survey feedback. FS will keenly follow the implementation of the new budget model because it will have a direct impact on how we are funded and what the campus community expects of us. Elmira Mangum, VP for Planning and Budget, will host a forum on January 8 (1:00-3:00 pm; 120 Seminar, Physical Sciences Building) that specifically addresses Facilities funding. I will also invite Elmira to speak with my leadership council and the Cornell Facilities Professionals Network. In welcome news, the university is focusing on our growing deferred maintenance backlog and how best to address this important issue as part of its budget model planning.

In January we will announce zone facility directors for the three campus zones. With these key leadership positions filled, Maria Cimilluca will finalize the new Facilities Management organizational structure. I ask for your continued patience as we continue to improve the zone structure.

As many of you know, I serve as deputy-chair of the Cornell United Way campaign. If you have not yet made a pledge, let me remind you that UW is one of the best ways to give during the holiday season. 100 percent of your donation will help those who are in need in our local communities. No amount is too small to give, and even a dollar a week can feed 1 person for 5 days!

Finally, it is my hope that you will take time to rest, regenerate, and reflect on the important things in life during this holiday season. Renewed and refreshed, we will be ready to take on new and exciting challenges in 2013. Have a great break, and I look forward to working with each of you as we strive for excellence in everything we do.

Peace to you all.

Kyu