



UNIVERSITY OPERATIONS SERVICES

Community Newsletter

Actually, the Grass is “Greener”!

You’ve undoubtedly heard of organic food, organic baby products, even organic chemistry; but what about organic landscaping? If the answer is no, that’s likely to change soon. For more than a year, Facilities Maintenance Operations (FMO) has been developing an organic landscape maintenance program that relies entirely on natural processes rather than potentially harmful chemicals (pesticides, herbicides, fungicides or insecticides) and synthetic fertilizers to produce lush grass, flowers, and trees. They’re now preparing to roll out what they’ve learned across the entire University.

“FMO is clearly establishing itself as the organic landscaping leader at Harvard. These fully sustainable approaches are also providing our employees the opportunity to learn new skills while leading rather than simply adapting to the changes that are happening throughout society,” said Wayne Carbone, Manager of Landscape Services.

Last April, a fully organic landscaping pilot program was launched in Harvard Yard as part of a joint effort between Harvard Design School professor Michael Van Valkenberg, the Faculty of Arts and Sciences, Graduate School of Design Loeb Fellow Eric “T” Fleisher, the Harvard Green Campus Initiative, and FMO. Wayne and his crew learned new techniques for naturally revitalizing the soil in the one acre test site, located between Harvard Hall and Phillips Brooks House. Liquefied organic composts, or “teas,” enriched with living organisms were systematically applied to control pests and nourish the soil. The full results of the pilot program are not yet available, but the early results have been impressive. FMO reports 30 to 50% less water use in the test plot than in previous years partly because grass and plants treated organically have developed deeper and more robust root systems. Also, in the first 90 days, root growth increased by almost 50% and penetrated the compaction layer. “As conventionally trained horti-



FMO horticulturist Kieran Clyne dispenses organic “tea”

“As conventionally trained horti-

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UOS Sets Sights On GHG Reduction

Harvard is embarking on a University-wide effort to dramatically reduce greenhouse gas (GHG) emissions and UOS is leading the way to ensure its success. The scope of this initiative cannot be understated. Effectively reaching the aggressive GHG reduction targets will require a comprehensive examination of the way the University uses energy and more specifically how efficiently UOS delivers its services to the Harvard community.

First, some background on how we got to this point. A vast majority of scientists agree that global warming is directly related to human activity. Since the dawn of the industrial age, greenhouse gases have been pumped into the atmosphere at a staggering rate. At the same time, surface temperatures around the world have been rising dramatically. Some of the most advanced research on

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Take the Survey!

The 2008 Harvard staff survey is
October 22 through November 5

Your participation will determine the size
of the Post-Survey Celebration!

55% UOS participation = Ice Cream Social



65% UOS participation = Pizza Party



*70% UOS participation = UOS Night @ The
Queen's Head Pub*



The survey is your chance to make UOS an even better place to work!

Your responses during the last survey directly resulted in:

- ✓ Increased professional development
- ✓ Increased professional training
- ✓ Increased salary reviews
- ✓ Increased staff meetings
- ✓ Regular UOS newsletters
- ✓ Increased management training
- ✓ Quarterly manager meetings
- ✓ Resolution of various department-specific concerns



Who We Are Procurement Services

At any given time, there are dozens of UOS tradesmen working on many different projects across the University. To complete these tasks quickly and efficiently, they need to have the proper tools and materials at their immediate disposal. A small group within Administration & Finance makes sure this is always the case.

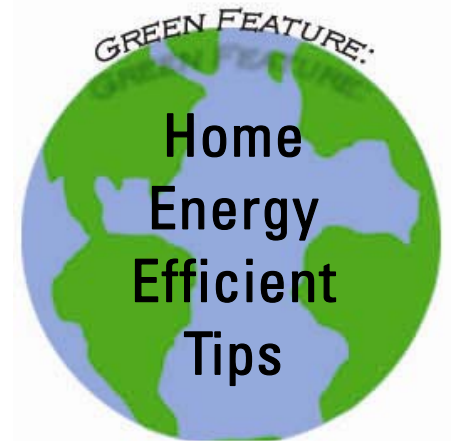
Procurement Services buys and stocks all these materials. Carol Coelho supervises the operation while Ralph Firneno is mainly responsible for the actual purchasing of items. This is how it typically works. A tradesman will call Procurement Services with an order for a part, tool, or material. Carol and Ralph then make sure the item is ordered and that it arrives at the stock room on time.

That brings us to Dom Lucia, Fred “Freddie” Mycroft, and Paul Dedomenico. Everyday this colorful trio is found working hard inside the stock room. Freddie is a dedicated employee who has been with Procurement Services for 20 years. Most days you will find him making deliveries around Harvard. Dom has been with this department for nearly nine years and he’s responsible for making sure shipping and receiving runs smoothly. Paul Dedomenico is fairly new to the Procurement team. He too works in shipping and receiving but on occasion makes emergency calls. “One of the biggest challenges Procurement Services faces is the emergency call,” explained Paul. “People want their items, and they want them now!”

If you ever have to deal with Procurement Services you will certainly notice their dedication to customer service and their willingness to go the extra mile. Whether it’s fixing a lock or changing a smoke detector, ensuring that the tradesmen are always outfitted with the correct materials is a job the procurement team excels at.



The Procurement Team—(from left to right) Fred Mycroft, Dom Lucia, Ralph Firneno, Carol Coelho, & Paul Dedomenico.



This winter, save money and stay warm. By winterizing your entire home you can dramatically reduce energy use.

- ◆ During the heating season, keep the drapes and shades on your south-facing windows open during the day to allow the sunlight to enter your home. At night, keep them closed to reduce the chill you may feel from cold windows.
- ◆ Set your thermostat as low as is comfortable when home.
- ◆ By resetting your programmable thermostat from 72 degrees to 65 degrees for eight hours a day (for instance, while no one is home or while everyone is tucked in bed) you can cut your heating bill by up to 10 percent.
- ◆ Weatherize your home—caulk and weather-strip any doors and windows that leak air.
- ◆ Properly maintain and clean heating equipment.
- ◆ Replace furnace filters regularly.
- ◆ Check the insulation in your attic, ceilings, exterior and basement walls, floors, and crawl spaces to see if it meets the levels recommended for your area.

(Re) Introducing ShuttleTracker

Transportation Services' shuttle tracking system is getting a complete makeover. Previously referred to as the Transit Visualization System (TVS), it's now known as Shuttle Tracker. The new name will help users understand the system and it's also much easier to remember.

Shuttle Tracker gives riders the ability to pinpoint the exact location of their shuttle using GPS technology. The system, which can be accessed via computer or cell phone, helps riders save time, stay safe, and have more control over their schedules. It also helps Transportation Services manage the fleet with unprecedented clarity.

To ensure students are familiar with Shuttle Tracker and all of its benefits, Passenger Transport Services (PTS) General Manager David Harris, Jr. and Manager Carl Tempesta have been employing a variety of tactics to increase Shuttle Tracker's market presence. New signage has been posted inside shuttles and around campus, and the digital destination displays now advertise the Shuttle Tracker website www.shuttle.harvard.edu

David and Carl worked with Paul McLoughlin, Assistant Dean of Harvard College, to improve communication about Shuttle Tracker to the undergraduate population. Dean McLoughlin was instrumental in ensuring a number of kiosks in the undergraduate buildings feature a link to the service.

Dean McLoughlin also added a "transportation" booth to this year's Undergraduate Student Activities Fair that took place at the Quad on September 10. Carl and PTS driver Lenny Morgan showed students how to use Shuttle Tracker. This type of effective face-to-face marketing was also extended into "Welcome to Shuttle Services," a week-long promotional plan wherein David and Carl greeted students

during the first week of classes.

University publications and websites have also been tapped to help with Shuttle Tracker promotion. Chris Traganos of Applied Technologies worked with Carl on a redesign of the shuttle schedule to help promote Shuttle Tracker. Ken Toy of Mail Communications printed this year's schedule as well as Shuttle Tracker promotional materials. The system is also being advertised in Harvard telephone directories, student handbooks, and on the web in such locations as the Student Resources page on

Harvard's main site.

Shuttle Tracker usage is measured by the number of "hits" to the website. Last year's

data will be used as a benchmark to measure the overall success of the re-branding effort.



Shuttle Tracker gives riders the ability to pinpoint the exact location of their shuttle using GPS technology.



October 18 Harvard Football UOS Family Outing

October 21 UOS Pot Luck Lunch

October 22 Harvard Staff Survey Begins

October 22 University-wide Greenhouse Gas Event

(“Greenhouse Gas” continued from page 1)

global warming is being conducted by Harvard scientists and faculty members who have been calling for a stronger response to the growing problem.

Earlier this year, President Drew Faust answered the call by convening the Greenhouse Gas Task Force which included many of Harvard’s global warming experts, administrators, faculty, and students, and was co-chaired by Tom Vautin, Associate Vice President for Facilities & Environmental Services. Their mission was to create a long-term University-wide strategy for reducing greenhouse gas emissions as part of a broader effort to promote environmental sustainability.

After months of work, the Task Force recommended, and President Faust agreed to, a 30% reduction by the year 2016. Based on the scientific evidence, it was clear that this highly aggressive goal would be necessary.

Globally, energy consumption drives greenhouse gas emissions and here at Harvard it’s no different. More than 85% of the University’s greenhouse gas emissions result from heating, cooling, and powering buildings. For this reason, conservation at the user level will be the top priority. Simply put, buying electricity from renewable sources becomes much less beneficial if the lights are left on 24-hours a day. UOS will continue its efforts to educate the Harvard com-

munity on reducing waste.

In addition to conservation, increasing the efficiency of our operations, particularly on the energy purchasing and supply side, will also be an integral part of the process. UOS has already taken many steps in that direction. For instance, The Blackstone Steam Plant had previously been fueled mostly by oil, but a switch to natural gas has reduced the plant’s greenhouse gas footprint by 15%. At the Oxford Street Chilled Water Plant, Engineering & Utilities recently replaced two older chillers with more efficient models reducing energy use by nearly 20%. These types of projects will now take on even greater importance given the goal the University is trying to achieve. “The GHG reduction goal sets the bar very high and must also be reached during a time when the University is experiencing enormous growth,” explained Tom. “The way UOS delivers energy and other services to Harvard will be critical for overall success.”



The new MET tower that will determine whether wind turbines are an option for generating energy at Harvard.

UOS will also continue to look beyond traditional energy sources to reduce emissions. A prime symbol of this progressive approach is now on display near Harvard Stadium. Engineering and Utilities, in coordination with the Allston Development Group, recently installed a 167-foot meteorological (MET) tower. Mounted high on the steel structure are several anemometers, or wind meters, that measure wind speed and direction. Information will be gathered over the next 12-18 months to determine where, and if on the Harvard campus, wind turbines would be an efficient means of generating some of the University’s power. Increasing Harvard’s reliance on renewable energy, like wind power, will have a major impact on GHG reduction. (For video, a slideshow, and more information on the MET tower visit www.uos.harvard.edu)

There are countless other UOS services and programs that will be critical to meeting the GHG goal. For example, UOS will be looking at how efficiently we’re operating University vehicles including expanded use of alternative fuels; how we compile reliable environmental data so schools and departments have a clear picture of their responsibilities; how we can expand our already successful University-wide recycling program; what services we offer that can improve building efficiency; and how we can utilize better technology.

UOS will also play a vital role in helping the University achieve not just greenhouse gas reduction, but the broader goal of promoting overall environmental sustainability. The Green Cleaning Program and the Organic Landscaping Program both dramatically enhance the environment.

“I hope every UOS employee will look at this as a tremendous opportunity to show our strengths and to create a better environment for students, faculty, staff, and the surrounding community,” Tom added.

The University is planning a week-long kickoff celebration beginning October 20. On Wednesday October 22 former Vice President Al Gore will speak in Harvard Yard. For more information, log on to www.green.harvard.edu. This event will mark the beginning of not just another “effort,” but a real shift in the way UOS and Harvard operate.

(“Greener” continued from page 1)

culturists we spend much of our time pruning and removing many of these valuable organic materials from the landscape for aesthetic purposes,” explained Wayne. “In the fully organic approach, we compost these materials, allowing them to decompose and breakdown through a combination of heat, moisture and air (for ventilation). Most of us were already familiar with the basics of composting, since FMO has been composting all of the grass, leaves, and wood chips for many years (for use at the Arnold Arboretum). What’s really different — and exciting — here is the use of carefully developed recipes for “brewing” compost that are designed to use different combinations of feedstock to achieve different results. The bottom line of organic landscaping is restoring the natural nutrient cycle... and the specific approach used to achieve that in any landscape system will really depend on the starting point. How far out of balance is the natural cycle and what’s the cause?”

By reapplying this composted material, Wayne’s crew is able to eliminate the use of conventional fertilizers, which contain chemicals and synthetic materials that can often cause harm to the soil and create an environment where



Harvard Fellow Eric “T” Fleisher examines soil from the Blackstone courtyard.



FMO horticulturists learn a valuable lesson in organic landscaping techniques.

the plants actually become dependent on them. Furthermore, synthetic fertilizers have a very low assimilation rate (typically less than 20%) into the plants. As a result, most of the material winds up being carried away by water, but staying in the larger ecosystem.

The pilot also included the planting of two trees in the Yard. One was treated organically while the other was treated conventionally. The fungal activity (a key indicator of natural health in trees) of both will be monitored and compared to measure the effects of each approach.

Wayne and Jeffrey Smith, Director of FMO, have been working closely with Loeb Fellow Eric “T” Fleisher who has developed the nation’s most successful fully organic landscape maintenance program at Battery Park City in lower Manhattan. When it comes to challenging urban environments, New York City is second to none with all of the same issues the well-traveled Harvard landscapes face: over compaction of soils, use of salts to keep walks and roadways clear of ice, and high expectations for pleasing aesthetics. One of T’s goals as a Loeb Fellow was to demonstrate that his program, which has been in operation for the past nineteen years, could be successfully transferred to institutions like Harvard. The typical 20th century approach to soil improvement would involve chemical fertilizers and amendments applied from the top down, but this organic approach achieves chemical change through biology, encouraging microbial activity working from the soil and the roots up,” said T. “It requires taking a holistic view of the landscape and its natural systems and a thorough understanding of how they work at a micro-biological level. While it may take grass a bit longer to green up, it will be more resilient in the long run, use less water, develop healthier root growth, and be more resistant to disease.”

FMO has already begun incorporating many of these organic techniques into their everyday landscaping maintenance procedures. “Like Jeff is always telling us, for any of these programs to be truly sustainable there must be total integration,” said Wayne. According to Jeff, much of what FMO is doing is also helping to shape decisions about how the Allston campus landscape systems will be developed and maintained. “Fully organic landscape maintenance is definitely what we’re advocating for Allston. The good news is that folks are seeing the organizational commitment we’ve made to this approach, learning about our results in the Yard pilot, and really getting enthused about the direction we’re heading.”

My Journey For A Cure

by Erin Hoffman

“Everyone deserves a lifetime.” This is the motto of the Breast Cancer 3-Day Walk. It is so true. We walk for the survivors, for the loved ones we lost, and for the future that our children can grow up in a world without breast cancer.

This year, the walk started at Gillette Stadium on August 15



Sneakers symbolize loved ones lost.

and ended at The University of Massachusetts in Dorchester on August 17. I knew that I needed to take part in this walk because this horrible disease has affected many of my loved ones. In January I made a promise to myself that I would train, raise the required minimum of \$2,200, and walk the entire 60 miles. When I signed on the dotted line, little did I know that this walk would change my life! I originally planned on doing this walk alone, hoping to meet a few people with whom to share stories, laugh, and cry. However, fate brought me to the team known as the Pink Angels.

I was looking for training walks near my home and came across a 15-miler up in

Reading, MA. I met some of the most amazing men and women that day and decided to join their team. I am so glad I did. I have never felt part of such a great group of people, until now. There are several survivors on the team and they gave me the motivation to keep going. I felt so blessed.

It is overwhelming to think that one person can walk 60 miles in three days. It is amazing what you can put your body through. I am so glad I trained. Because of the torrential downpour we encountered the first day, I did end up getting a few blisters; 10 to be exact. My feet really never dried off, but even a few blisters and a few achy muscles could not stop me from completing the walk. I think it was the support of the Pink Angels and everyone else. The 3-Day staff was amazing as well.

Each walker is required to raise a minimum of \$2,200. I was a little leery about being able to raise that much, but through the good graces of my friends and family I was able to raise more than \$8,000. I actually received over a grand from my co-workers here at UOS. Actually, there were close to 3000 walkers and as a group we raised over \$5 mil-

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Erin Hoffman (center) and her fellow Pink Angels.



New Look for the Courtyard

The Blackstone courtyard is undergoing some major changes. FMO is leveling off some of the mounds and expanding the walkway to make the space much more usable during large events like the UOS barbecues. One of the trees is also be relocated and a staircase will be installed to improve access to and from the steam plant.



FMO Horticulturist Arthur Libby flattens the mounds



For the second year in a row, The Diversity Council is sponsoring a shadow program so employees can learn more about what their co-workers do. The Shadow Program is also a great way to gain more appreciation for the folks we work with everyday. The event will be held on November 19 so stay tuned for details on how you can participate.

UOS Recipe

Submitted by Josh Girard

This is my favorite chili recipe with a perfect balance of tomatoes, beans, and meat. It is not overwhelmingly spicy but has a great flavor. I usually start making it around 11 on a Sunday morning so that it's nice and thick by the time the games start at 1.

- 2 Tbsp** Olive oil
- 2 c** Yellow onion (chopped)
- 2** Garlic Cloves (minced)
- 1 lb** Ground turkey
- ½ lb** Ground beef
- 1 can** Budweiser
- 1 c** Tomato sauce
- 2 14-oz cans** Diced tomato (one with liquid, one drained)
- 3 tbsp** Chili powder
- 3 tbsp** Franks Red Hot
- 2 tbsp** Worcestershire
- 1 tsp** Ground Pepper
- 1 tsp** Ground Cumin
- 1 can** Red kidney beans (rinsed and drained)
- 1 can** Black beans (rinsed and drained)

Heat the **olive oil** in a stockpot on medium high. Add the **onions** and **garlic** and heat for about 5-7 minutes. Add the **ground turkey** and **ground beef** and cook through, breaking it apart as it cooks (about 5 min). Add the **Budweiser** to the pot, reduce the heat to medium, and simmer for about 10 minutes. Add the rest of the ingredients (Tomato Sauce through the Black Beans) and let it simmer for about ½ hour. Reduce the heat to low or transfer it to a crock pot, cover, and keep it warm until kickoff!



Using Web Analytics to Build a Better Site

**Which sections of the UOS website are the most popular?
Where is most of our web traffic coming from?
How can we use this data to create a better website?**

These are just some of the questions Ming Chow from Environmental Health & Safety and Chris Traganos of Applied Technologies will answer during their upcoming Brown Bag Lunch on web analytics.

Join them on **October 15 from noon to 1 in Blackstone South room 415.**

Since the new UOS website debuted...

48,240 people visited the site a total of **126,963** times
Average time each visitor spent on the site: **1min 45sec**
Website visitors came from **158 different countries**

Top 6 Countries that visited the UOS Website:

1. United States 119,599 visits
2. Canada 1,094 visits
3. United Kingdom 793 visits
4. Australia 410 visits
5. India 403 visits
6. Philippines 315 visits

Top 5 Most Popular Pages on the UOS Website:

1. EH&S 10,787 pageviews
2. Parking Services 9,320 pageviews
3. Passenger Trans. Services 8,635 pageviews
4. Parking Maps 7,184 pageviews
5. Operations Center 6,878 pageviews

*all statistics are from Jun 11, 2008 – Sep 8, 2008

www.uos.harvard.edu

EH&S Successfully Moves Irradiator

Under tight security, Environmental Health & Safety coordinated the removal of one of the University's irradiators. The device had been housed at the School of Public Health since the late 1960s and until recently was used to administer radiation during experiments. As expected, the radioactive material inside decayed over the last 40 years rendering it useless for scientific purposes. However, the remaining radioactivity still posed a serious security concern which meant Harvard University Police, Boston Police, Massachusetts State Police, The Department of Homeland Security, and the Nuclear Regulatory Commission were all involved in its disposal.

Weighing more than 3 tons, the irradiator was carefully lowered from the 6th floor of Building 1 at the School of Public Health; a process that took nearly four hours. Once it reached the courtyard below, it was loaded onto a truck, and carefully shipped to a storage facility in Texas where it arrived safely.

(top) Crews secure the irradiator (bottom left and right) The irradiator is carefully lowered from the sixth floor of Building 1, while police monitor.



Family Van Visits Blackstone

Dozens of UOS employees recently took advantage of The Family Van's visit to Blackstone. The "van" is actually a sophisticated laboratory on wheels and its trained staff is able to perform health screenings like blood pressure, blood sugar, and body mass index in just a matter of minutes. The program is sponsored by Harvard Medical School and it provides a quick and easy way to ensure good health. Since its inception 16 years ago, The Family Van has served more than 87,000 people.

(left) The Van parked in Blackstone's back lot for several hours to help serve the Blackstone community. (right) A health screening in progress.



Full Steam Ahead!

Members of the FMO Steam Team are sharpening their skills and learning just about everything there is to know about steam traps. Over the last few weeks, 13 FMO employees trained at the Barnes and Jones steam trap manufacturing facility in Randolph. Lessons included; principles of steam, repair and replacement of steam traps, estimating energy costs associated with leaking steam traps, and steam trap program benefits. This knowledge will be used to enhance FMO's already successful steam trap testing program.

Steam traps are critically important for maintaining the efficiency of a building's heating system. A steam trap allows condensed water and air to escape while keeping the steam moving through the distribution system. When a trap malfunctions or fails, steam also escapes. The more steam that's lost, the less efficiently the building can be heated. In the past, traps were either replaced on a periodic interval or identified as being faulty only when leakage was so great as to become obvious to a visual inspection. In-

stead, the steam trap testing program uses sophisticated ultrasonic equipment to "listen" to the operation of the trap mechanisms. These precise measurements allow a skilled technician to determine the need for potential repairs or replacement. Since 80% of Harvard's buildings are heated by steam, there are thousands of these steam traps located throughout the campus.

"It's great that our employees are learning these new and valuable skills and at the same time are able to provide customers with a program that can literally save them thousands of dollars a year in energy costs," said Tony Ragucci Associate Director of Maintenance Services. "Our Steam Team will certainly play a key role in saving energy and improving sustainability here at Harvard."



Learning the ins & outs of a steam trap

(*"Journey" continued from page 7*)

lion!! The thought that the money we raised could save a life sends chills up my spine. I am eternally grateful to those who donated. Thank you for doing your part to help rid the world of this horrible disease.

Probably one of the most memorable experiences I had was the closing ceremony. After a few words from the National Philanthropic Trust and the Susan G. Komen Foundation, eight chosen survivors marched down the center of the crowd and formed a circle in the middle grasping hands and looking out into the crowd. There was a lone flag that waved proudly saying "a world without breast cancer." Talk about emotional. The best part was when each person removed one sneaker and held it up high to symbolize the people that have passed on and cannot be there to share in the experience. WOW! That is all I have to say. Everyone certainly does deserve a lifetime. I will walk until a cure is found. I am confident that in my lifetime they will find a cure and I want to feel like I made a difference.

UOS Community Newsletter Volume 4, Issue 1

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The Harvard University UOS Community Newsletter is produced
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Do you have an idea for a
UOS Newsletter article?
Would you like to be a part of the
Newsletter team?
E-mail us at:
uos_newsletter@harvard.edu
We want to hear from you!

Harvard's Special Ops Can Be Ruff...

by Gary Alpert

My dog Scout is a six-year-old male Belgian Sheepdog with a résumé of exceptional accomplishments including several stints as a special operations dog for Harvard University. He has been trained to search for particular creatures including children, rodents, geese and bed bugs.

The University first called on Scout to handle an emergency at the Harvard Business School. A red fox was running wild on campus, which interfered with a fire drill and created a security threat. Scout arrived on scene, waved in by security forces, and quickly discovered the fox's lair and chased the fox off campus never to return. The HBS newsletter ran a nice complimentary thank you to Scout.

This event was quickly followed by a request from the FAS at the MCZ fish storage collection (Karsten Hartel,

My Scouty sense is tingling!



Scout is an ambassador dog for Harvard.

curator of fish) to determine if an opossum that entered a basement window at night, was still present lurking among the many cabinets of preserved fish. Scout scanned the entire basement, picked up the opossum scent and satisfied all that the animal had retreated from the building.

Scout's reputation now secured, Jane Garfield and her staff recently requested an appearance to rid the Medical School Quad of geese that were destroying the small central grass courtyard. Scout so terrified the geese that they stayed away for weeks from his single visit.

Searching for bed bugs.



Scout at a therapy session.

Since Scout has a built-in drive to find live animals, it was a natural progression to begin to train Scout as a bed bug detection dog. During his first official bed bug inspection, Scout not only detected bugs, he also won the heart of a young girl who lived in the home and was in a wheel chair. Scout suddenly recognized his dual role as a therapy dog.

Now five years into his therapy dog career, and more than 75 visits to area hospitals, Scout has his own web page at <http://www.caringcanines.org/membersscoutm.html>.

UOS Milestones

New Hires

FMO

- ◆ Miguel Alen-Custodian
- ◆ Maria Avelar-Custodian
- ◆ Jose Contreras-Custodian
- ◆ Sean Conway-Plumber
- ◆ Matthew DeCost-Plumber
- ◆ Dayane Fils Aime-Custodian
- ◆ Glenda Guerra-Custodian
- ◆ Oscar Guterrez-Custodian
- ◆ Philip Imboywa-Custodian
- ◆ Eric Krug-Electrician
- ◆ David LeBert-HVAC Operator
- ◆ Richard Martinez-Custodian
- ◆ Yuri Ortiz-Custodian
- ◆ Jose Pineda-Custodian
- ◆ Brian Gontarz-Sprinkler Fitter
- ◆ Edmund Bettencourt-Driver
- ◆ Jessica Smiddy-Horticulturist

HGCI

- ◆ Carolyn Ramsden-Coordinator of administration, finance, & communications

Transportation

- ◆ Hytham Ashuraey-Mail Clerk
- ◆ Ralph DiNuzio-Mail Clerk

More New Hires

Applied Technologies

- ◆ Jason Benjamin-Web Intern
- ◆ Stephen Dalpe-Network & Systems Specialist

EH&S

- ◆ Sarah Eberly-Bio-safety officer
- ◆ Katheryn Helgensen-Program Specialist
- ◆ Kim Pessoni-Env. Safety Officer
- ◆ David Tibbets-Construction Safety Officer

Promotions (promoted to)

- ◆ Kevin Rodrigues-HVAC Worker
- ◆ Alex Machaiek-Working Foreperson
- ◆ John Patti-Property Maint. Worker II
- ◆ Michael Bognanno-Property Maint. Worker II
- ◆ Augusto Arevalo-Operations Manager
- ◆ Kathy Gilbert-Sr. Biosafety Officer
- ◆ Joe Migliosi-Engineering Manager
- ◆ Joe Meldrim-Project Manager/Env.

New Additions

- ◆ Ralph Laundry-Baby Girl
- ◆ Karen Sardone-Baby Boy
- ◆ Josh Girard-Baby Girl
- ◆ Joe Pendergast-Baby Boy
- ◆ Stefanie St. Germain-Baby Boy

New Additions (cont.)

- ◆ Mike Conner-Baby Boy

Get Well Wishes

- ◆ Joe McDermott-FMO
- ◆ Deb Titchen-FMO
- ◆ Peter O'Brien-FMO
- ◆ Ed Kelly-Ops Center
- ◆ John Robinson-FMO
- ◆ Michael Chiasson-FMO
- ◆ Carmen Lopez-FMO
- ◆ Frank DeRoche-FMO
- ◆ Josh Caldwell-Ops Center
- ◆ Tom Tempesta-Parking Services
- ◆ Bill Lett-FMO

Retirees

- ◆ Linda Mahtesian-Ops Center

Marriages

- ◆ Kris Locke-Commuter*Choice*
- ◆ Cate Crompton-E&U
- ◆ Sam Provost-Parking Services

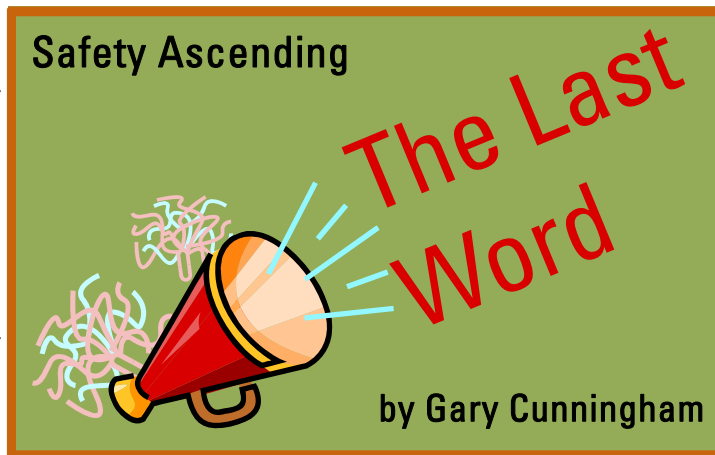
Congratulations!

Bonny Louison was just named Head Coach of the Stoneham Middle School traveling basketball team.

When we're bombarded by messages every day and our attention is drawn in a hundred different directions it's sometimes difficult to prioritize, hard to place things in their proper order and make decisions based strictly on merit. Marketing mavens are honing messages that will lead us to their products; advocacy groups are clamoring for attention for their causes and demanding that their point of view be heard and considered. Every billboard, commercial and flyer is an attempt to sway our opinions and affect our actions. Amidst this sea of information are scattered messages about the well-being of individuals. There are health advocates and anti-smoking campaigns and there are warnings about obesity and stories about the dangers of driving. Squeezed between these stories, sometimes relegated to the back pages or to a thirty second bit on the local news are tales of worker safety. These stories though are usually about spectacular events like crane collapses and explosions, they're not about a broken leg or a laceration or a back injury. Most major media outlets aren't interested in the fact that 1.2 million injuries occurred in 2007 that resulted in lost work time. Estimates on the economic costs of workplace injuries and illnesses in the U.S. are as high as \$155 billion per year and of course the human loss cannot be calculated, but still the notion of workplace safety can't gain traction or capture the imagination and ignite a groundswell of action.

What is the secret to creating buzz; to turning public opinion? What imagery is necessary to convey the suffering and economic impact of scores of injured workers? I'd like to tell that story, to ignite that interest but I can't figure it out. I'd like to co-opt the greening of America, to turn the sustainability of natural resources message into a sustainability of human resources message. I'd like

to borrow the appeal of recycling and apply it to occupational safety. I don't begrudge these other disciplines their success, I want to emulate it. I want to craft an advertising blitz that will have ordinary people caring about the safety of workers that build roadways and that provide their air conditioning and electricity. A campaign that will demand slip-resistant floors in kitchens and guardrails on rooftops. I envision a public outcry for new materials handling equipment to reduce back strains when lifting heavy objects. Plumbers should get more air time than Paris Hilton and I wish people knew as much about confined spaces as they do about Miley Cyrus, but so far it hasn't happened.



Our social conscience is fascinated by concepts that are intended to minimize our impact on the planet. We are determined to find the benefit in cogeneration, geothermal wells, solar energy and recycling and to rationalize the investment, the expenditure on these technologies and industries.



Gary Cunningham is UOS's Senior Safety Engineer.

If the atrium that brings natural light into a building comes in at a cost that exceeds our budget we review the numbers again and again, looking for ultimate savings and estimating the increase in the quality of life for building occupants. When the cost of renting a lift to clean the atrium exceeds our budget we install a boson's chair. The effort to justify the added expense of safety is too often a half-hearted one and the compromises that are based on dollars during construction translate into compromises of safety for workers. The same zeal to seek out new technologies and innovative designs must be applied to safety equipment and building maintainability. The drive toward sustainability is an important one but so also is sustaining the lives and well-being of the people that build, maintain and occupy those facilities.