



## Sustainability Spotlight

### Milestone Highlights UOS's Dedication to Diversity

The UOS Diversity Council is entering its ninth year and is also enjoying the unique distinction of being the longest running diversity council at Harvard. Over the years, the group and its dedicated members have channeled UOS's diverse culture and fostered a greater sense of community and understanding.

The roots of the UOS Diversity Council stretch back to 1999. Then, Harvard President Neil Rudenstine wanted to ensure the University's large workforce reflected what was becoming a highly diverse student population. During the same time, Vice President for Administration Sally Zeckhauser was receiving feedback from various VPA departments suggesting more focus needed to be placed on diversity. "This was a situation where strong signals were coming from both the top down and the bottom up," said VPA Director of Special Projects Sue Shefte. When Mr. Rudenstine formally asked the University Vice Presidents to develop a strategy to embrace and promote diversity, Ms. Zeckhauser was ready to act. She organized a VPA-wide committee of about forty people to study the issue. It was from this committee that the various VPA departments, including UOS, formed their individual Diversity Councils.

The first meeting of the UOS Diversity Council took place in March of 2001 at the Harvard Faculty Club. Associate Vice President for Facilities and Environmental Services Tom Vautin challenged council members to build on the foundation laid by the VPA-wide committee and develop a comprehensive UOS plan. "UOS is

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### Blackstone's New Solar System

Just last week, UOS activated its new solar thermal system, designed to heat up to 500 gallons of domestic hot water each day for both Blackstone North and South. Unlike the more familiar *photovoltaic* solar panels which generate electricity, the six solar thermal panels atop the North Building generate heat.

Here's how it works: inside each of the roof-mounted collector panels are tubes through which an anti-freeze fluid is pumped in a continuously circulating loop from equipment in the basement mechanical space. The energy from the sun-heated fluid is then transferred through a *heat exchanger* to the domestic hot water tanks, located in the basements of both the North and South buildings. (The mechanical spaces of the two buildings are connected by pipes that run under the Courtyard.) When hot water demand is especially high, or sunlight is low, the existing

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Members of the 2009 UOS Diversity Council.



Solar thermal panels on top of Blackstone North

**The New UOS Sustainability Website!**  
[www.uos.harvard.edu/sustainability](http://www.uos.harvard.edu/sustainability)



## Alternative Transportation at Harvard

CommuterChoice manager Kris Locke will outline the various methods of alternative transportation available to UOS employees including incentives to carpool and use mass transit, bicycling, walking, ZipCars and more!

**When:** February 4 at noon

**Where:** Blackstone South, room 415

## Still Have Your Old Harvard ID?

This is a reminder that any employee who still holds a Harvard ID card with just one magnetic stripe needs to exchange it for a card with two magnetic stripes.

UOS employees received their new, two-stripe cards over the summer, however the University has set up a number of "exchange events" (listed below) through February to ensure the conversion is complete.

### ◆ January 26–30

(Monday 11am-6pm; Tuesday-Thursday 8am-6pm; Friday 8am-2pm)

Harvard Kennedy School & Retirees at the HKS Taubman Rotunda

### ◆ February 9–11

(Monday-Wednesday 10am-5:30pm)  
Harvard Law School at the HLS Ropes Gray Room

## UOS Hosts The Ivy + Conference

In November, UOS hosted the 2008 Ivy + Conference, an event that convenes leaders of physical plant operations and campus planning from peer institutions. All the Ivy League schools (Cornell, Princeton, Yale, Dartmouth, Brown, Columbia, and the University of Pennsylvania) as well as others, including MIT, Stanford, Duke, Vanderbilt, Johns Hopkins, and the University of Chicago were represented. Large and small group meetings were held in the Kennedy School of Government and Dunster House where a number of key customers from FAS, HBS, and Law School were invited to take part.

The focus of the conference was Campus Sustainability and UOS offered a number of presentations sharing our experiences with the Owner Services Program, Organic Landscaping, and Recycling efforts. Chris Gordon, Chief Operating Officer of the Allston Development Group, also gave a detailed presentation of Harvard's expansion plans in Allston.

In addition to the presentations and discussions, the group toured several campus facilities including the new Northwest Laboratory and chilled water plant, as well as the Mather-Dunster kitchen — the first LEED-CI (commercial interiors) kitchen in the nation. Tom Vautin served as host to the conference and summed up the daylong event nicely by saying, "This was a great opportunity for Harvard (UOS) to meet with colleagues and share ideas on common challenges. Learning from the collective experiences of our peers is always interesting ...and periodic gatherings like these help strengthen our professional relationships and build a community of support."



UOS and Harvard played an important role in the 2008 Greenbuild International Conference and Expo which drew a record crowd of 25,000 people. The event, which this year was held in November at the Boston Convention and Exhibition Center, is a gathering of professionals from all sectors of the building industry.

Tom Vautin, Jeffery Smith, and Doug Garron joined Jaclyn Olsen and Nathan Gauthier from the Office for Sustainability to give a presentation at Harvard Business School dubbed "Sustainability at Harvard," as part of the conference's off-site education series. Jeff and Nathan also led Greenbuild participants on tours of several LEED® certified facilities including Blackstone South, Mather-Dunster kitchen, and 10 Akron Street, as well as LEED® registered Rockefeller Hall.

Greenbuild attendance and UOS involvement in the event have both grown rapidly in recent years. Since 2006, overall attendance has more than doubled and UOS has actually presented during each of the last three conferences.

The event allows UOS and Harvard to learn about best practices from other professionals engaged in "green" building while simultaneously sharing our successes and lessons learned.

Greenbuild 2009 will be held in Phoenix in November.

## Meet the People of UOS: Steve Dalpe



### 1) How long have you been with the University?

Five months. I started working in Applied Technologies in August 2008.

### 2) What does your job entail (i.e job responsibilities)?

Working in Applied Technologies allows me the luxury of having my hands on a lot of projects. My responsibilities include implementing, troubleshooting and maintaining computer systems that are managed by our group. I also work on any other projects that pop up.

### 3) If you could be guaranteed one thing in life besides money, what would you ask for?

Health and happiness for all. Technically that is two things, but I'll lump them together as one guarantee.

### 4) If you could spend a year in any place in the world all expenses paid where would go.

Since all expenses are paid I would find the biggest house near the ocean, preferably a mansion in Narragansett, RI and stay there for the year. I'd have time to spend with my family and friends.

### 5) If you steal one thing in the World other than money, without getting caught what would you take.

This is a tough question. I thought I might steal the Batmobile from the Dark Knight, or a Superbowl ring from the Patriots win in 2002. I settled on a Star Wars pinball machine, I've always wanted one.

### 6) If you could cure any Disease, which it would be and why?

All forms of Cancer. As with everyone, I know far too many people that have been impacted by such a horrible disease.

### 7) If you had to cancel one day of the week forever. Which day would go?

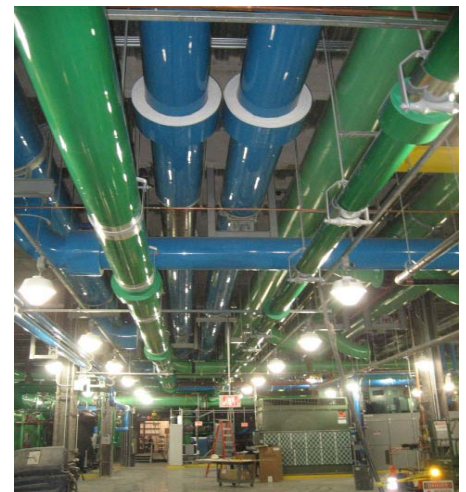
Monday. I don't know anyone that looks forward to Mondays.

## E&U Saves Energy The 'Cool' Way

Engineering & Utilities is helping the University save energy by taking advantage of the frigid winter air. During construction of the new chilled water plant near the Northwest Laboratory building, E&U installed Free Cooling Heat Exchangers which use the cold outside air instead of chillers to produce chilled water. When operating in the "free cooling" mode the energy used by the plant to make chilled water is reduced. This lowers the greenhouse gas intensity of the chilled water and lowers the greenhouse gas footprint of buildings using chilled water supplied by our system.



*E&U's Free Cooling Heat Exchanger*



*The new chilled water facility near the Northwest Lab*

# Raising the Bar For Construction Safety

Contractors bidding or working on any Harvard construction project must now meet higher safety standards because of a new program developed by EH&S's Construction Services Group. The Contractor Safety Assessment Program (CSAP), which was officially rolled out on January 1, closely evaluates a contractor's safety performance, safety history, and current safety management systems. It then identifies a contractor's safety strengths and weaknesses and provides a detailed report. Contractors can use the results to adjust their safety programs for better performance. The CSAP gives Harvard and the project management community the ability to make more informed decisions about their contracting partners.



*(Solar System continued from page 1)*

electric hot water heaters will still be used as a supplement.

The idea for the project was hatched last spring when a committee, which included FMO, E&U, EH&S, and OFS, was formed to develop a new alternative energy project that could be showcased at Blackstone. The solar thermal project was selected for its learning opportunities and practical feasibility. FMO managed the installation and start-up of the equipment and will be assembling a "Lessons Learned" presentation to share with other Harvard departments who may be considering similar projects. The entire project was financed by the Green Campus Loan Fund and based on current electricity rates, will pay for itself through electricity savings in 13 years. Of course, if electricity rates continue to rise the payback from the savings becomes shorter.

Solar thermal panels, similar to the ones installed on Blackstone North, are available on a residential scale for private homes. Homeowners installing thermal solar panels can also take advantage of federal tax credits: 30% of the cost of the system, up to \$2,000.

See [http://www.energystar.gov/index.cfm?c=products.pr\\_tax\\_credits](http://www.energystar.gov/index.cfm?c=products.pr_tax_credits) for more information.

» Fun Fact— The term "anti-freeze" can be misleading, since while protecting against low temperatures it also guards against high temperatures (the bigger concern in solar panels.) Temperatures in the collection tubes will exceed 220°F on hot summer days!

## Safety Alert for Pedestrians & Drivers!

An elderly woman was hit and killed by a car at the intersection of Oxford and Wendell streets earlier this month. She was attempting to cross in a marked crosswalk at the time. This is a grim reminder for both pedestrians and drivers to always be vigilant while navigating congested city streets. During this time of year, the roadways can become narrower because of snow and ice which makes navigation much more treacherous.

### Safety Tips for Pedestrians

- ◆ Walk on sidewalks. If sidewalks are not available, walk on the edge of the road or on the left shoulder of the road, facing the traffic flow. Use pedestrian bridges when they are available.
- ◆ Cross at marked crosswalks or intersections. Pedestrians are most often hit by cars when they cross the road at places other than intersections.
- ◆ See and be seen. Drivers need to see you to avoid you.

### Safety Tips for Drivers

- ◆ Drive at the speed limit. It's unsafe to drive too fast **OR** too slow.
- ◆ Be extra careful at intersections. Use your turn signals and remember to look around you for people and other cars.
- ◆ Check your blind spot when changing lanes or backing up.

*Source: Washington Traffic Safety Committee*

# Happy Retirement!

Kirkland House Custodial Crew Chief Claude Wallace recently retired after more than 26 years of service. Fellow FMO employees, current and former students, and several House Masters honored Claude with a party at Junior Common Room in Kirkland House. Congratulations to Claude who is relocating to sunny Florida.

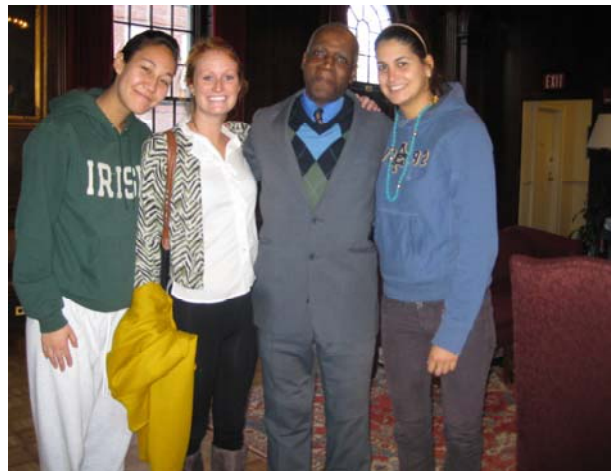
Lowell House Crew Chief Lloyd Mackay offers best wishes for his good friend Claude



The Kirkland Crew (l-r) Pedro Arequiipeno, Claude, Alexis Nunez, and Douglas Calderon



FMO Supervisor Marie Holcombe and students bid farewell to Claude



More students stop by the party to thank Claude for his years of dedicated service

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**FMO Working Foreman Ed Poirier also retired. Ed started working at Harvard back in 1969 and most recently worked in and around the north end of campus. Last month, co-workers, FMO customers, and friends wished Ed farewell at his retirement party that was held at Maxwell Dworkin.**

# UOS Milestones

## New Hires

### FMO

**John Ritz—High Tension  
Generator Technician**

**Scott Santos—Electrician**

**Stephen Keefe—HVAC  
Maintenance Operator**

**Michael Kerins—HVAC  
Maintenance Operator**

**Omar Cuascut—Custodial  
Supervisor**

**Robson Martins—Custodian**

### EH&S

**Cynthia Knipe—Environmental  
Engineer**

**Pamela Ross Kung—Public  
Health Officer**

### Transportation

**Lee Gamez—Parking Monitor**

**Edward Barry—Passenger  
Transport Driver**

**Joseph DeRosa—Shuttle Van  
Driver**

### Mail Services

**Marc Joseph—Mail Clerk I**

### Operations Center

**Paulo Fonseca—Workstation  
Operator**

## Promotions (promoted to)

**Jack Hinds—Working Foreman**

**Ryan Sweeney—Property Maintenance  
Worker I**

**Krystal Noiseux—Manager, HLS,  
Green Living Programs**

## Retirees

**Daniel Plachowicz—E&U**

**Ed Poirier—FMO**

**Claude Wallace—FMO**

## New Additions

**Jaclyn Olsen—Baby Girl**

## In Memoriam

**Phyllis Campbell—EH&S**

**Corine Moore—FMO**

## Get Well Wishes

**Matt Gaudet—Parking Services**

**Bob Blanchet-FMO**

**David Costa—FMO**

an extremely diverse organization,” explained Tom. “Our employees come from all over the world, speak many different languages, have a wide-variety of backgrounds, and even work in highly diverse settings. Creating the UOS Diversity Council was a very important step in helping bring people together.”

Manager of Mail Services Betsy Shortell served on the original UOS Diversity Council and feels the group creates a

*“UOS is committed to creating a work environment that is fully inclusive, and encourages cross-cultural understanding and acceptance”*

social bridge for employees. “I like it because the council connects people from all levels of the organization, many of whom wouldn’t necessarily interact on a routine basis. Plus, there’s a great sense that the group really makes a difference.”

Throughout the last nine years, “the difference” Betsy speaks of has been clearly evident. There’s been diversity training for managers, employee outreach, and the newsletter that you’re reading right now was born from the Diversity Council. Also, the department barbeques, the annual Pot Luck Lunch, the Shadow Program, and the recent visit to Blackstone by the Family Van resulted from the council’s efforts.

Current member Paul Dedomenico of Administration & Finance was a bit skeptical when he first signed on last year, but he was pleasantly surprised by the council’s positive impact. “Many good things come out of the Diversity Council meetings,” said Paul. “I think the barbeques and other events really do create a sense of community even in an organization as large and decentralized as UOS which is a hard thing to do.”

Dozens of UOS employees have served on the council through two year terms. The group meets on the second Thursday of each month, and once a year gathers for a more intense weekend-long retreat. During these meetings, all members check their job titles at the door. “No matter what your job is here at UOS, when the Diversity Council meets, everyone is on a level playing field,” explained current member and EH&S Environmental Engineer Mohamed Omar. “This gives everyone the sense that their voice really matters and it ultimately creates a situation where the best ideas rise to the surface.”

This coming year will undoubtedly provide a new set of challenges for the Diversity Council. However the group will tackle them with dedication and a clear focus on creating a more inclusive work environment. In the end, their hard work will ultimately make UOS a better place for all.



The Diversity Council organized a visit by The Family Van which offers free health screenings



Throughout the summer each UOS department sponsors a barbeque where all UOS employees can mix and mingle

### *The Original Diversity Council*

- ◆ Mary Maloley
- ◆ Jyoti Rana
- ◆ Betsy Shortell
- ◆ Charles Gordon
- ◆ Eileen Labao
- ◆ Fernando Iglesias
  - ◆ Joe Griffin
  - ◆ Jeffrey Smith
  - ◆ Tom Vautin
- ◆ Dayle Delancey
- ◆ George Cosgrove
  - ◆ Ron Morales
  - ◆ Susy Bunanta

*For more information on the UOS Diversity Council please visit*  
[www.uos.harvard.edu/diversity](http://www.uos.harvard.edu/diversity)

**Does your bathroom have shampoo, conditioner, and shaving cream that you won't use?**

**Do you have unused lipsticks and nail polish crowding your make-up bag?**

**Recycle your toiletries by donating them to the**



**VALENTINE'S DAY  
COSMETICS DRIVE!**



**A drop-off box is located in the main hallway on the first floor of Blackstone South. Donations can be made until Monday, February 9th.**

**Toiletries should be un-opened.  
All donations will be delivered to the Cambridge Family Shelter of the YWCA.**

*If you have any questions email [rob\\_gogan@harvard.edu](mailto:rob_gogan@harvard.edu)*