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## UAAD Award Presentation Remarks

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REVISED UAAD Award Presentation Remarks

Feb. 11, 2004

Vice Chancellor John Owens

(a couple of names are spelled phonetically)

It's my <sup>u</sup>great pleasure <sup>"</sup>to be asked to participate in recognizing great employees for service to the university. I am pleased to be able to confer awards today upon <sup>\</sup>two <sup>'</sup>university employees whose work ethic and devotion to the university are exemplary.

Before we proceed, I'd like to recognize and <sup>\</sup>thank <sup>"</sup>the members of the 2004 UAAD Awards Committee. They are Connie Walter, College of Engineering, chair; Russell Barth<sup>o</sup>low, Printing Services; Amy Hensley, publications; William BO-dee, purchasing and inventory; Jeff Wilson, Engineering Extension; and Alicia Haugen, University Foundation. Please show your appreciation for these individuals who spent a good deal of time reviewing nominations.

*(Lead applause)*

The Floyd S. Oldt Award for Exceptional Service to the University is given to an employee whose dedication and commitment to the university <sup>are</sup> second to none. This year's nominees were: Vicki Highstreet, assistant director at Campus Recreation; Ardis Holland, head of the business center for the College of Education and Human Sciences; and Monica Norby, assistant vice chancellor for research.

Please help me show appreciation to these outstanding nominees through your vigorous applause.

*(LEAD APPLAUSE)*

The 2004 recipient of the Floyd S. Oldt Award for Exceptional Service to the University is Ardis Holland.

In her more than 25 years of service to the University, Ardis Holland has displayed outstanding levels of professionalism, leadership, integrity, and dedication. One of her nominators said:

"She is well recognized as a "staff-leader" in the college and-beyond. She knows how to get the "best" out of every person. It is clear that people "develop" under her mentorship. She is held in high regard by those who work for her and with her. I was always able to put complete trust in her work and judgment. She is highly dedicated to her job and the people in the college. ... She is an excellent problem-solver and organizer. I relied on her to take on many responsibilities, some well-beyond her job description. She took leadership-roles in hiring-and staff evaluation in the college. When the new College of Education and Human Sciences was "formed" in August of 2003 it was necessary to put together two "different" ways of operating relative to budget and personnel actions. She developed "a plan" that not only made the best use of the "ways" that Teachers College and the College of

Human Resources and Family Sciences had operated under, but also brought together staff from the two colleges into a new unit which was quickly effective."

"Another nominator said of her:

"Ardis has played a pivotal role in the development of a "Business Center" approach to handling the financial and human resources functions within the College. She developed the business model and defined the roles of the support positions that were initially scattered throughout the departments, bringing them together into a cohesive and efficient operation.

"Ardis keeps the business-affairs of the College of Education and Human Sciences running smoothly. She steadfastly pursues to completion the most daunting and unappealing tasks. After having worked to set-up the business center for Teachers College, it was no picnic to re-tool the center to accommodate the merger and creation of the College of Education and Human Sciences. But Ardis is working every day to ensure its future success.

"Ardis is always vigilant for opportunities to develop and promote the staff members with whom she works. She laments the limited opportunities for staff advancement and aggressively pursues the promotion/reclassification of a staff member when an opportunity presents itself.

"Ardis skillfully balances the need for careful handling of delicate or sensitive matters with the necessity for firmness in matters where institutional or personal integrity are at stake.

"She has played an active role on the Chancellor's Commission on the Status of People of Color and her contributions are many both at the college and campus level. She has always been a voice and champion of others who either cannot or will not take a stand."

The Floyd S. Oldt Award is conferred upon an employee who devotes significant time and energy in service to the university, shows creativity and innovation, and who unselfishly serves UAAD, his or her department, and the community at large. Because Ardis Holland exemplifies these qualities, the Committee was pleased to endorse and forward her nomination for the Oldt Award.

I'm very pleased to confer upon Ardis Holland the 2004 Floyd S. Oldt Award for Service to the University.

*(Confer award, lead applause)*

We'd like to award certificates of nomination to the other nominees. If they would come forward to accept the certificates at this time. Please hold your applause until both nominees have come to the podium. They are Vicki Highstreet, assistant director

at campus recreation, and Monica Norby, assistant vice chancellor for research.

*(hand out certificates and lead applause)*

The Carl A. Donaldson Award for Excellence in Management is given to a manager who <sup>exemplifies</sup> superior organizational skills, promotes teamwork, communicates effectively, pursues professional growth, and supports subordinates' growth in professional skills.

The following individuals were nominated this year: Jan Brown, accounting manager for the department of intercollegiate athletics; David DeFruiter, director of information technology services for the College of Business Administration; Richard McDermott, assistant vice chancellor in business <sup>and</sup> finance for facilities management and planning administration; Tony Schkah-dee, assistant director of registration and records; <sup>SCOTTIE</sup> and Mike Zeleny, assistant vice chancellor for research.

Please help me <sup>congratulate</sup> this outstanding slate of nominees.

*(lead applause).*

The 2004 recipient of the Carl A. Donaldson Award for Excellence in Management is Richard McDermott.

Rich McDermott is responsible for Facilities Management and Planning, which includes the Planning/Property Management group, Architectural and Engineering Services, Building Systems Maintenance, Custodial Services, Landscape Services, Utility Operations, and a Business Support Center. These units employ almost 500 people. His nominators point to his high-level of organization, which include weekly meetings with individual direct reports, biweekly group meetings with direct reports, and annual evaluations to establish long-term goals and review their progress, as a key to staying on top of a highly complex operation.

Rich is a master at using meetings for planning and review of short-term goals and long-term objectives. He constantly asks for input and information so his decisions (and those made by others) can be well-informed and made based on objective facts and knowledge.

He is supportive of his staff, delegates responsibilities, allows his employees to make decisions, and treats his staff as family rather than employees.

His nominators praise his positive attitude, his ability to express displeasure without harsh criticism or negativity, and his utmost professionalism. All his nominators mentioned that Rich was tasked with getting a handle on a large unit with scattered employees and wide-ranging functions and he has created a division that runs efficiently and effectively with happy and dedicated employees.

One nominator summed up Rich's accomplishments thusly:  
"Through his leadership and insistence upon a team approach to success, Rich has re-shaped the leadership of Facilities Management and Planning into a diverse and talented unit where everyone feels valued. He has always encouraged and supported his directors' efforts to advance their abilities and professional-standing through training and education. He has expected that operating units would work out their differences face-to-face so that solutions would be mutually supported. His efforts have changed the culture of our organization ... to one which seeks to understand and achieve results which serve the best-interests of the University."

Clearly, Rich McDermott deserves to receive the UAAD 2004 Carl A. Donaldson Award for Excellence in Management.

*(Confer award, lead applause).*

We have certificates of Nomination for the other Nominees for the Donaldson Award. If they would come forward to accept their certificates at this time. Please hold your applause until all nominees have come to the podium. They are Jan Brown, accounting manager for the department of intercollegiate athletics; David DeFruter, director of information technology services for the College of Business Administration; Tony Schkah-<sup>SCOTTIG</sup>dee, assistant director of registration and records; and Mike Zeleny, assistant vice chancellor for research.

*(HAND OUT CERTIFICATES, LEAD APPLAUSE)*

*(End of ceremony, yield podium back)*