



## Sustainable Beauty

FOR THE PUBLIC EYE

by Jason Gomez

In its support of Caltech's vision of the future, Facilities is committed to adopting sustainable practices that will protect and conserve our natural resources. As part of the Water Conservation Program, a major strategy for protecting our hydrosphere, the grass has been removed from the Cahill and Keith Spalding parkway area, and new sustainable landscape elements have been planted. A field of colorful aloe plants, this elegant project has not only brought a brand-new look to California Blvd, but it will also save 240k gallons of water each year. This is Caltech Facilities: not only supporting a place of research but constantly looking for ways to meet our present needs while creating an environment serving the needs of future generations. **FED**

## PEOPLE WE WORK WITH Who Coordinates Clery?

by Rose Royal

Kathy Carpenter has been a valuable part of Caltech for 20 years. During this time she has held several positions as part of Security, such as Field Supervisor, Operations Analyst, and Technical Operations Manager. She is presently our Clery Act Compliance Coordinator.



In this role, Kathy's main responsibility is preparing and publishing the Annual Security and Fire Safety Report and making sure the Institute is in compliance with the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act*, a Federal law enacted in 1990 setting standards for security and reporting at universities. She oversees

*see Clery, page four*

## Executive Report

In this issue our report comes from **Lynne Caver**, the Senior Director in charge of Facilities Finance and Information Services. Caver has been with Caltech since 2004, where she started working in the Accounting Services group of the Office of the Controller. She moved to Facilities in 2007. She discusses the impact of working away from campus as part of the university's CoViD mitigation process.



One of the things I've missed during the pandemic is interacting with others on campus as we go about our day. Since March 2020, some of us in Facilities have moved our work online, while many others continue to work on campus. I really miss saying "hi" in person, seeing each other in the hallways and throughout campus. While it is nice to be able to stay in touch via emails and Teams calls, they are just not the same. Whether we talk with you in person or on the phone, we are here working alongside you and appreciate the work you are doing. **FED**



## SPOTLIGHT Jessica Almeida

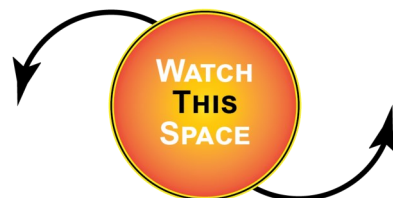
What work do you do at Caltech?



**J. ALMEIDA:** I serve as the Employee and Organizational Development Manager within Human Resources (HR).

In this role, I partner with divisions and departments to provide guidance on HR-related matters. Whereas other roles within HR are often specialized into specific areas such as benefits, retirement, etc., the EOD team advises employees

*see Spotlight, page two*





## MyLearn / OpenSesame

by Mary Lou Obbink

Facilities is committed to the professional development and safety of all its staff. We have partnered with eLearning company OpenSesame to provide training courses. This allows our employees to access both required courses and a wide variety of electives, in subjects like Microsoft Office, customer service, business writing, communication, and ergonomics.

It is a simple matter to take advantage of this resource. From any internet-connected computer, use a web browser to go to: <https://access.caltech.edu> and log in. Once you're on that page, scroll down to MyLearn and click. Then choose My Assignments and you will see the annual safety courses that are required, along with a course called *Professional Development Opportunities* (PDO). You may have to click on the icon for "completed" and click on "show more" a few times, and the PDO option may be at the bottom of the list. When you click on that lesson you will see an additional 45 courses that are electives you can take at any time, and can be completed in a range from 15 minutes to 5 hours.

There are over 25,000 courses available to us. If there is a particular course you are looking for and do not see it listed, or have other questions on this topic, please reach out to Mary Lou Obbink at [mobbink@caltech.edu](mailto:mobbink@caltech.edu). **FED**

## Making Waves

by Jason Gomez

Do you ever get frustrated with the challenges of your job, either with the tasks or seemingly uncooperative people? Sometimes, we take the easy way out and complain or make jokes. But do you sense that there are better ways to handle these, though immediate understanding is beyond our reach?

Over a hundred years ago, physicists Henri Poincaré and Albert Einstein envisioned the radical idea that gravity ripples through space like ripples in a pond. But there was no way to confirm the existence of gravitational waves. Nearly half a century ago, Caltech's Kip Thorne and Barry Barish thought they could detect these, and started work on the project. The challenges were unbelievable, but they kept at it, tuning their detectors, better aligning the lasers, and refining their technique. In 2015, they finally saw the first traces of these waves in their fourth try at LIGO. It was such an important result, they won the Nobel prize.

What does this teach us? As we show up each day to work at Caltech, we can be patient and persistent. We can align our attitudes toward the positive. We can tune our detectors to better listen to others and see all the angles of the problems we are trying to solve, because we know we can do it. Empathy and intelligence are good tools. As we improve our technique, we become better at solving problems and working together. **FED**

### Spotlight

and managers on a wide range of issues with a goal of helping employees and managers identify challenges, create opportunities, and meet goals.

*What is your background, and what skills do you feel that you bring to the Council?*

**JA:** I have 17 years of HR experience ranging from financial services, health care, and now higher education. I worked closely with facilities for 5 years as an EOD consultant and I found working with Facilities staff and management rewarding and insightful. I am passionate in the training and development of employees and supervisors. I am excited to be involved with the team on the FED council that is researching and developing this topic.

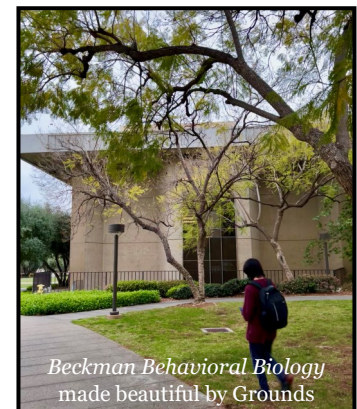
*What has been your experience so far on the FED Council?*

**JA:** While I'm only about a month or so into the Council, I've been very impressed with the commitment from all members of the Council to their roles. Positive change is in the air at the Facilities department.

*What are you most looking forward to on the FED Council?*

**JA:** I'm most interested in continuing to know Facilities as an organization and getting to meet new people who are on the FED Council. What I've seen over my eight years at Caltech has been extremely positive. **FED**

by Max Christman





- PILLAR HIGHLIGHT -

## Upskilling & Apprenticeship

FED's main purpose is to support Caltech by attracting, recruiting, and supporting individuals with talent and passion to advance the Institute's Mission.

The Upskilling / Apprenticeship Team is chaired by Mary Lou Obbink and consists of David Feldser, Alex Flores, and Bryan Vejar, recognizing the work of outgoing member Sal Escobar. We have been reviewing job descriptions for all of the positions in Facilities, making sure they are in a standardized format, contain the training and certification requirements needed, use up-to-date language, and are aligned with the goals of the university. In addition to consistency, this will help guide employees and their supervisors with career path direction. It will also work well with the Individual Development Plan (IDP) tool that FED is developing to help employees reach short- and long-term career goals.

An Apprenticeship Committee is working to review what trades apprenticeship programs are available outside of Caltech for upskilling current employees as well as attracting new employees. This way we can meet the needs of the individual shops, such as plumbing, electrical, and HVAC. The committee will identify and document training and education opportunities that will help in moving employees through their selected career path. There will also be resources for training and education available to all employees, including those put into continually building these programs and the progress of those who participate. **FED**

by Mary Lou Obbink



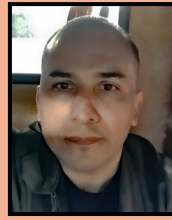
**Martin Randisi**



**Miguel Gonzalez**



**Avery Degale-Caesar**



**Hector Garcia**



**Ronald Shanks**



**Nathalie Herron**



**David Solares**



**Edmond Gregorian**



**Rolando Solorio**



**Esperanza Madrigal**



**Marie-Claude Fares**



**Frank Perri**

- MILESTONES -

## New to Facilities

An important aspect of FED is seeking out and hiring new talent. Here we welcome eleven new people to our Facilities family.

In the shops, we have three new electricians: **Jason F. Gomez**, **Martin Randisi**, and **Rolando Solorio**. Joining Heating, Ventilating, and Air Conditioning are **Miguel Gonzalez** and **David Solares** as HVAC Mechanics, with **Edmond Gregorian** starting as an HVAC Mechanic's Aide. **Hector Garcia** has signed on as a Plumber.

Design and Construction adds **Esperanza Madrigal** and **Frank Perri** as Senior Project Managers, **Marie-Claude Fares** in the position of Architect, and **Ronald Shanks** as a Senior Building Inspector. Faculty Housing has two new assistants, **Avery Degale-Caesar** and **Nathalie Herron**.

When you cross paths with these new Caltechers, please make sure to give them a warm welcome to Facilities. **FED**

## We Bid Farewell WITH THANKS

We bid a fond farewell to a few people who dedicated a large part of their work lives to Caltech Facilities. **Alvaro Saucedo** has retired after 20 years of service. After 28 years of work and leadership with the Plumbing Shop, **Jerry Stewart** has hung up his Caltech hat. We thank each for his contribution to the fine work we do and wish them the best. We also thank recently retired **Chris McAlary** for his leadership to the FED Council and to Facilities Operations, and wish him well in his next chapter. **FED**

*Clery*

the Security and Clery websites (see <https://clery.caltech.edu>). Her duties include screening individuals who drive a Caltech vehicle for their position, keeping our FCC licenses for handheld radios current, and a variety of other tasks.

She started her working life on a paper route and, eventually, found the United States Army where she became a part of the Military Police Corps. She was stationed for a time in Alabama, which was a world apart from her beginnings in the California desert. "The wind would tear through anything you were wearing, and the humid heat in the summer was drenching," she relates. Recognizing a California accent she didn't know she had, civilians "would ask me if I knew any movie stars!"

Working as an MP in the military left her with a real taste for law enforcement, but an athletic injury limited her options. Going to college, she worked security to pay her way. She did well and enjoyed it, so her career went along that path. After working for a company that changed hands twice during some stock market hiccoughs, she applied at Caltech, sensing stability.

Her favorite part about working here is meeting people from all over the world and interacting with people from all different sorts of backgrounds, talents, and interests. "I liked Caltech because it was like its own little community. I had only planned to stay two or three years, but the culture and the people kept me here," she remembers.

As for her most used productivity hack, her ability to type, use a ten key pad, and carry on a conversation at the same time is crucial. She thanks her mom for making her take typing in junior high school, as this is her most used "school skill."

Kathy is a proud mother of two girls and a boy. Her older daughter lives in Florida and works at Disney World Epcot while attending the University of Denver online. Her younger daughter is still living at home, works at Disneyland and is attending Southern New Hampshire University online. Her son plays baseball for Oregon State University (Beavers too!). She's

delighted that they all grew up to be "nice people."

She has two dogs: a Golden Retriever and a Jack Russell. There are also four cats: "I'm not sure why!" Two are Siamese that were Caltech rescue cats; also a black cat and a grey tabby that belong to her daughters.

A big fan of traveling, Kathy says, "I love road trips! My husband, not so much." Her parents are from the east coast, and she has spent a lot of time in New England. Just before the pandemic she and her cousin traveled to Ireland, where she enjoyed being places of which she had only read or heard.

On a personal note, Kathy's favorite food is chicken wings, her favorite movie is Groundhog Day, and her favorite holiday is Thanksgiving ("all of the family time without the stress of gifts!"). She is a sports fan: her favorite teams are the Boston Red Sox (although she will root for the Dodgers) and Notre Dame football.

Besides working around the house, now that the kids are grown, her ideal weekend includes planning with her husband a couple activities a month, such as going to the movies, a special project, or a short road trip.

As she works hard and looks forward, Kathy sees herself 10 years in the future traveling a bit, spending time with her family, and doing more work on one of her favorite hobbies, genealogy. **FED**

by **Rose Royal**

COOMY KADRIBEGOVIC

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JASON GOMEZ

*Executive Editor*

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*Editor*

DELMY EMERSON

*Translating Editor*

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