



The “Tool Box” for Educational Facility Management Professionals

Upcoming State MASMS Events...

January 14th, 2014—MASMS State Meeting

Two educational sessions:

- #1 **IAQ and Other Environmental Health Updates**
Presented by: **Mr. Dan Tranter, MN Department of Health/MDH, Supervisor Indoor Air Unit.**
- #2 **Concussions, Liability, and Your Facility:**
Presented by: **Patrick D. McGuiness, Attorney at Law, Zlimen & McGuiness, PLLC**

Back again this year: “Business Member Boot Camp” This session will cover what is presented in the two day “Boot Camp” that educational members attend. Presented by: Scott Hogen, New Ulm Schools & Mike Boland, No. St Paul-Maplewood-Oakdale Schools

Date: Tuesday January 14, 2014

Location: The Minneapolis Boulevard Hotel -
(formerly Crowne Plaza Minneapolis North), just north of 694
off of Shingle Creek Parkway.

Schedule:

9:00 am	Coffee & Registration
9:50 am	Welcome
10:00 am	Educational Session
	IAQ and Other Environmental Health Updates
11:00 am	Break and Networking
11:15 am	Educational Session—
	Concussions, Liability & Your Facility
11:15 am	“Business Member Boot Camp”
12:15 pm	Business Meeting/Legislative
	Update/Committee Updates
12:30 pm	Lunch

MASMS Day on the Hill – NOT ON THE HILL! February 11, 2014

This year **we will not be going to the capital**—we are going to have the legislators come to us! This will be a day filled with information!

Location: The Minneapolis Boulevard Hotel -(formerly Crowne Plaza Minneapolis N)

Schedule:

9:45 AM	Coffee & Registration
10:00 AM	Time with Legislators
11:00 AM	Educational Session
Noon	Lunch

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On-line registration for both of these events is preferred: Go to www.masms.org, and click on **Login**. Your user name is your first initial of your first name followed by your last name (example: jsmith), and your password is masms (unless you have changed it). Then click **Meeting Registration**, select State Meeting, enter your information and press **Submit**.

MASMS
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WELCOME NEW MEMBERS

Educational

David Hestad, Minnetonka Schools
Thomas Baranick, Elk River Schools
Daviel Kretsinger, Elk River Schools

Business

David Wagner, D Thomas LLC
Gary Holhy, Allegion
Ray Alstadt, Allegion
Andrew Merkle, Blue Science Solutions

Looking for information and answers from your fellow MASMS Members?

Just email the MASMS office with the question and it will be put out to Membership.

Job Opportunity Postings

Just email the MASMS office with job postings—and we will add it to the job opportunity part of the the MASMS web site. We post many announcements each month!

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2014 MASMS Student Scholarships

The MASMS Scholarship Committee is accepting applications from children (not grandchildren) of all educational, business and life members of MASMS. High school seniors graduating in 2014 or students that are currently in a post-secondary program are eligible.

How to Apply

Log on to www.masms.org. Select Resources and then Scholarships. Complete the application form and an essay by March 1, 2014. All information will be reviewed by the MASMS Scholarship Committee. Awards will be announced by letter in early April 2014. *(Please note that all information is confidential.)* Scholarships will be issued after proof of school enrollment has been received.

Jim Fredricks Leadership Scholarship 2014

The MASMS Scholarship Committee is accepting applications from Dues Paying & Life time School Members who are interested in pursuing further education in the field of Building Maintenance.

The Jim Fredricks Leadership Scholarship is in Memory & Honor of the former Director of Facilities at the College of St. Benedicts. Jim was instrumental in the formation of the MASMS structure, served as Treasurer, Chapter President, State President, and was the NSPMA National President.

How to Apply :

- Complete the application form and write a short essay according to the following criteria: (Max 2 pages)
- Tell us the class you are interested in, why you are interested in taking it, and how it would improve your skills in this profession.
- Tell us how long you have been with MASMS, what activities you have attended and been involved in, and if you have served on any committees.
- What activities/groups have you been involved in outside the organization, in the community, etc.
- Have you served in the Armed Forces

The application form may be found at the MASMS web site—www.masms.org. Select “Resources” from the left hand side of the window, and then select “Scholarship”. The form can be found toward the bottom of that page.

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Childhood Behavioral Problems Linked to Common Insecticides

According to a recent study, commonly used household insecticides are associated with behavioral problems in children. The study focused on pyrethroids, compounds used in more than 3,500 commercial products. Pyrethroids kill insects by compromising their nervous systems.

In the Canadian study, 779 children between the ages of six and eleven had their urine tested. Pyrethroid breakdown products were found in the urine of 97% of study participants. Ninety-one percent had traces of organophosphates, another class of pesticides with a neurotoxic mode of action.

A 10-fold increase in urinary levels of one pyrethroid breakdown product, cic-DCCA, was linked with doubling the risk of behavior problems such as hyperactivity. There was no association between the levels of organophosphate breakdown products and behavioral scores.

Pyrethroids use has greatly increased as organophosphate use has declined. According to the study authors, the only published study addressing pyrethroids and effects on children was in New York City where prenatal exposure of 348 mother-child pairs to pyrethroids was examined. The study reported that exposure was associated with considerably lower scores on the [Bayley Scales of Infant Development \(BSID\) Mental Development Index](#).

Association does not prove causation. The findings do suggest a need for additional research. Please visit [Environmental Health Perspectives](#) to read the full research report.

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*US Government Accounting Office School Facilities America's Schools Report Differing Conditions, June 1996

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How Leaders Get Results with Effective Communication

How well do you understand and know what's really going on in your organization?

Having the ability to communicate and interact with others makes the difference on how you're perceived as a leader. You can be more effective and help your employees succeed by interacting and maintaining open communication with them. When employees have a clear understanding of their job and your ideas, they are able to communicate more clearly and share their ideas on "what's really going on".

Sharing Information and Instruction, Motivating and Listening

The most engaged and effective leaders use a variety of skills. Communication, as the foundation of those skills, uses a variety of forms—speaking, writing and listening. Success comes from using a process that involved two-way communication, and puts priority on listening and receiving information. The leader needs to specifically hear what others are saying in order to understand their needs. Active listening is a critical element. Receiving a message and responding to it shows you understand. In addition to listening, two-way communication includes asking questions.

Use Good Questioning Techniques

Learn to integrate good questioning techniques. Effective questions contain four points. They are:

- Inspire thinking.
- Are specific and to the point.
- Are clearly stated and understood.
- Motivate a response or action.

Ask open questions (who, what, where, how, why) and listen to the response. When you ask questions of your employees and or board members it:

- Stimulates their critical thinking.
- Encourages them to use creative ideas on how to resolve issues.
- Elevates the expectation of answers and the results.


Barriers to Effective Communication

Conflicting issues often arise causing ineffective communication. This is the result of specific barriers that interfere with the person speaking, or the receiver misinterpreting, due to the way it's delivered. These barriers may include:

- Vocabulary
- Misuse of words.
- Vague use of words.

When you show a positive communication style, it improves your interaction with others. The benefits you gain by incorporating these skills impact how well you, as a leader, are perceived.

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ASHRAE 52.2 Revised Again

Submitted by: Ben Klawitter, Filtration systems, Inc.

Since ASHRAE introduced us to MERV in 1999, there have now been three revisions, the latest published in June 2013 ASHRAE 52.2-2012 is now the current test standard for defining an HVAC filter's MERV. This could not have come at a better time as there are some industry trends that were expressly addressed in this revision of the test standard. Here are the highlights:

Electronic Air Cleaners:

There is a section where ASHRAE discusses electronic air cleaners, also known as Active Field and Electrostatic Precipitators (ESPs). ASHRAE notes that 52.2 is not applicable to these types of filtration devices – which means no MERV can be assigned to them. They go on to note that the efficiency of these devices decline over time and are dependent on the conductivity of the dust they collect. In the industry there are a few manufacturers pushing this technology, it is typically very expensive and with ASHRAE's concerns noted in this revision of 52.2 there should be extreme due diligence on your part as a building manager when considering this technology.

Appendix J and Synthetic Media Filters:

Appendix J was the big addition to the 2007 revision of 52.2 and ASHRAE now expands on this topic while also making the Appendix J portion of the test standard mandatory, the 2007 revision listed Appendix J as optional. ASHRAE states on page 3 that synthetic media filters drop in efficiency during actual use and even with Appendix J may still test at a higher MERV than what will be achieved during actual use. Synthetic air filter media became and remains popular with air filter manufacturers because it is cheap to make and under the old test standard tested very high – with this publication by ASHRAE some air filter manufacturers now are trying to hide or just no mention what type of media they use.

Test Dust:

Outdoor/Ambient air was AHSRAE's first choice for the test dust used to determine a filter's efficiency; however because of the test standard including particle sizes up to 10 microns ambient air was passed over because "it lacks a statistically significant quantity of particles larger than 3 microns."¹ Below is a chart of the particle size distribution of ambient air – the box illustrates what a MERV-8 filter catches. It is because of the high amounts of smaller particles many air filtration organizations, LEED, and the EPA all recommend MERV-13 as what should be the standard.

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Make Things Happen! MOTIVATION!

Anyone who has ever been a manager, coach, parent or has held any other responsibility that involved leading others has come across individuals with enormous potential but who lack what we call—motivation. On the other hand we have marveled at those who have a desire so strong that “ordinary” abilities are transformed into extraordinary achievements. How do we solve this mystery of motivation?

Some statements appear to hold true in almost every situation:

Motivation is entirely an inside job. No one has the power to motivate others. You can offer stimulating dynamic ideas, but a person’s response is completely out of your control.

Motivation requires a meaningful “motive”. What is meaningful differs from person to person and circumstance to circumstance. Getting motivated begins first and foremost with being willing to get to the truth of what one wants, without necessarily knowing how the desires will be attained.

Motivation is propelled by faith or fear. Fear is a powerful motivator and a highly appropriate response to threatening circumstances. However having fear as the motivator or actions is debilitating, highly stressful and ultimately destroying. Faith is the belief that what one aspires to, and what one desires in life, is somehow attainable. Moving forward in faith takes courage because of the size of ones dreams is usually matched by the size of the obstacles to overcome.

Motivation is influenced by environment. The effect of the environment in which people work affect motivation. People obviously work for money, however the workplace can provide a powerful sense of community leading to motivation.



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MASMS CALENDAR

Tuesday January 14, 2014	State Meeting
Thursday January 16, 2014	Northern Chapter Meeting
Tuesday February 11, 2014	Metro Chapter Meeting And Day on the Hill
Wednesday, February 19, 2014	Southern Chapter Meeting
Tuesday, March 11, 2014	Metro Chapter Meeting
Wednesday, March 20, 2014	Northern Chapter Meeting
Tuesday, April 8, 2014	Metro Chapter Meeting
Wednesday, April 17, 2014	Southern Chapter Meeting

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MEMBER NOTES:

Tom Pflieghaar (Inspec), a long time supporter and member of MASMS passed away on Sunday December 22, 2013. He was surrounded by his family. His Inspec family remembers him as the man who brought happiness to their workplace. MASMS remembers him as a wonderful supporter, who truly believed in the MASMS mission to educational facilities and the growth of facility professionals throughout the state.



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Happy New Year!