



CAPPA NEWSLETTER

Spring/Summer 2025 | Issue 179

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FROM THE PRESIDENT

Luis Morales

*Associate Director of Facilities
Management
The University Texas at El Paso*

*“My vision is to add visible and
substantial value to our members.”*

~Luis Morales

Greetings from far West Texas,

I want to take the opportunity as President of CAPPA to thank everyone who has honored me with this position. During my time as president. I want to continue to promote the APPA mission: To support educational excellence with quality leadership and professional management through education, research, and recognition. To cultivate community and collaboration that drive results. My vision to that end is to add visible and substantial value to our members. For our institutions and businesses to prosper in these challenging times in our industry.

Since October, I have been working on filling key positions on our board and committees. I believe we have found some outstanding individuals who have a servant leadership mentality to serve on our Board of Directors. My dream is to create a leadership succession plan that will address some of the gaps we have now. We have a strong commitment from David Hall of Missouri State University. He is the new CAPPA President-Elect. He and his team will

host the CAPPA fall conference in Branson, Missouri, in 2026. Dave Wemhoff of the University of Nebraska, Lincoln, is our new VP for Membership. Anyone who meets Dave is immediately impressed with his passion to advance the APPA way. His team is hard at work on promoting membership and beginning the analytics needed to focus our efforts where they are most effective. Our Professional Development leader is Ben Boslaugh of Missouri State University. Ben and his committee have a great plan to bring high value to our members through seminars, webinars, and of course, our Fall Conference in Norman. Lisa Mueller is keeping us in line as CAPPA’s finance VP. Lisa and her committee have found ways to invest in our members by providing ways CAPPA can provide scholarships and PD opportunities. And of course, Sam Turk of FMX and David Handwork from Entech Consulting add great value to our board as Business Partner liaisons.

I will be actively contacting as many members and potential members as I can to generate interest in what we are “selling.” Our product is the opportunity to build leaders in our industry by training, collaboration, and building a vibrant community of facilities professionals.

My dos pesos for now,
Louie

From the Business Partners

Business Partner Spotlight



Nathan Bouche

CAPPA Business Partner Board Committee Member |
Senior Sales Executive – Siemens Smart Infrastructure

CAPPA is proud to spotlight **Siemens Smart Infrastructure**, a trusted business partner and leading technology company, dedicated to making campuses more efficient, smarter, and more sustainable and resilient.

By combining the real and the digital worlds, Siemens help empower educational institutions to accelerate their digital transformation with real benefits -- optimize student experience, achieve smart energy management, help ensure safety & security on campus, optimize existing space, deliver efficient, predictable campus operations, and deliver research and teaching excellence.

www.usa.siemens.com/SmartCampus

SIEMENS

Upcoming Events

2025 Conferences

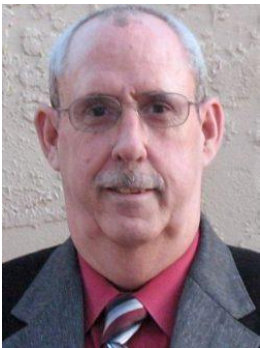
- KADPF Annual Technical Conference/Trade Show will be held in Topeka, KS on September 14-16, 2025.
- CAPP Annual Conference will be held in Norman, OK on September 15-17, 2025.

APPA U

- Institute for Facilities Management - Orlando, FL - June 2-5, 2025.
- Leadership Academy - Orlando, FL - June 3-5, 2025.
- Invest in Success - Orlando, FL - June 4-5, 2025.
- Targeted Titles & Topics (T3) "AI's Impact on Educational Facilities" - Orlando, FL - June 2-3, 2025.
- Nexus: The State of Educational Finance - Orlando, FL - June 4-5, 2025

My APPA Journey—Glen Haubold

Former Business Partner Committee Co-Chair
GHaubold Consulting



(It is with profound sorrow, to both CAPP and this newsletter editor, to share that Glen R. Haubold passed away on March 28th, 2025. He was a great mentor and friend to so many of us and we will miss him dearly. We were fortunate enough to receive this final article from Glen before his passing, sharing his story.)

My father was a 17-year physical plant director at Texas Christian University (TCU) in Fort Worth, Texas, starting when I was in middle school. Universities employed numerous students in those days, and the boss's son had no trouble being hired for a summer job changing filters on the HVAC crew in the summer of 1971. My first supervisor took an interest in my development even though I was just 17, so much so that I wrote about him years later. <https://fm-excel.com/2019/05/02/thank-you-my-friend/>

After working through several school years in college, I dropped out for what we now call "gap years." In 1980, I returned to college and the HVAC department hired me as a chilled water plant operator, arranging my schedule so I could work nights and attend classes during the day. Later, I was promoted to supervisor of the chilled water plant operations and energy manager for the university.

The first APPA activity I attended was a seminar on preventive maintenance at Trinity University in the summer of 1982. Joe Estill, Jr. and George Mangrem, physical plant directors at Texas A&M and The University of Texas at San Antonio, taught the small class. That two directors would take time out of their schedule to teach the rank and file made a big impression on this new supervisor.

I was young and doubled my salary by accepting a position with an oil company. Then, I moved to a defense contractor and was engaged with the facility management organization focusing on office buildings. I missed higher education and when the inevitable economic downturn and layoff occurred, I returned to higher education at Texas Woman's University as the mechanical maintenance manager.

After half a decade, I moved across town to the University of North Texas and was excited when I was encouraged to volunteer with CAPP. I joined the CAPP Information Technology committee and completed the Institute for Facilities Management.

I was also involved with the local group, DFWAPP, eventually holding all the leadership positions in the organization. While serving on the board, Bob took me under his wing when I expressed an interest in learning the ins and outs of consulting, and we partnered on an organizational assessment for Montana State University.

In 2008, I moved to the New Mexico State University System (NMSU), attaining my personal goal of becoming a chief facilities officer at a major university, and also changed APPA regions from CAPP to RMA.

I had heard Al Stoverink and Chris Ahoy talk about establishing the Award for Excellence as an organizational goal at Arkansas State University and Iowa State University and wanted to follow in their footsteps at NMSU. I asked them what it took to win. Both men freely offered helpful advice and NMSU won the Award for Excellence in 2016, eight years later.

In 2015, I flew to Northwest Arkansas National Airport to teach an APPA Supervisor's Toolkit in Fayetteville, Arkansas. As I headed to the carousel to pick up my luggage, I passed a picture of airport board member Mike Johnson, the AVP of Facilities at the University of Arkansas. I knew that others were engaged with their community: Peter Strazdas was the mayor of Portage, Michigan, and Chuck Scott was the chairman of the Board of Directors of the Illinois Special Olympics. **Town and community relationships are rewarding, enhance the quality of life for all, and should be cultivated.**

After retirement in 2019, I kept consulting and remained active in APPA. Following a discussion at the 2021 CAPP Annual Conference, Don Guckert invited me to edit reports for the APPA Advisors. While discussing past APPA activities, Don asked me why my name had never been submitted for consideration as an APPA Fellow. One thing led to another, and in 2022 I became an APPA Fellow, an honor I never expected.

Throughout my many years of association with APPA, I often crossed paths with Lander Medlin, once accompanying her and Lalo Gomez on a trip to Mexico to recruit Tecnológico de Monterrey. Lander is amazing at remembering names and details, which builds effective relationships. The way in which she can recall details about people is a skill I tried to emulate. **To those who profess not to be good with names, it has been my experience that this is a learned skill worth developing and improving. People appreciate it.**

As my good friend and fellow Toolkit instructor Steve McClain says, CAPP has opened doors for me and introduced me to many folks who have helped me along my journey. I am now a part-time consultant, have had opportunities to work for multiple universities and an agency of higher education, and have served as an expert witness. I have taught APPA Superior's Toolkit 49 times to 1,540 folks, presented 40 times at conferences and attended many more, published four articles, and completed a CFaR research paper. **None of this would have been possible without my engagement with CAPP and APPA, and there were many more people I admired and learned from than there was space to list here. I am thankful for them all.**

My father encouraged me to participate in a professional association and give back. That was good advice then and still is today. Regardless of where you are in the timeline of your career, I encourage you to get involved with CAPPA at any level. As Bill Elvey says, when asked if you can help, never say "No." The dividends you reap will be great.

-Glen Haubold

APPA: In Memoriam of Glen R. Haubold

"A Legacy of Leadership, Service, and Heart"

It is with great sadness that APPA – Leadership in Educational Facilities mourns the passing of APPA Fellow Glen R. Haubold, a cherished colleague, mentor, and friend to so many in our community. Glen passed away peacefully on March 28, 2025, with his family by his side.

Glen's four-decade career in educational facilities management was marked by tireless service and unwavering dedication. He held key leadership roles at several institutions, including the University of North Texas, Texas Woman's University, and New Mexico State University, where he retired as Assistant Vice President of Facilities. Following his retirement, Glen remained deeply engaged in the profession through Glen Haubold Consulting and as managing partner of FM Excel, where he continued to advise and uplift others with his vast knowledge and kind spirit.

Glen's journey with APPA began in 1982 with a preventive maintenance seminar—an experience that sparked his lifelong commitment to the organization. He was an active and passionate contributor to APPA, CAPPA, and RMA, serving in numerous committee and board roles across all three. He was also a valued member of the APPA Advisors team, and his influence extended to contributions to the Body of Knowledge, frequent authorship in *Facilities Manager* and other publications, and countless presentations and programs.

A defining hallmark of Glen's impact was his belief in mentoring and elevating others. Through APPA's Supervisor's Toolkit and beyond, Glen helped countless professionals grow in confidence, competence, and leadership. That was just Glen—always lifting others as he humbly served the profession he loved.

In recognition of his extraordinary contributions, Glen received numerous honors, including APPA's highest institutional recognition, the Award for Excellence. But more than any accolade, Glen will be remembered for his generosity of spirit, thoughtful guidance, and steadfast encouragement. He was a mentor and encourager to many and a friend to everyone.

In his 2023 *Facilities Manager* article, [Lessons from My APPA Journey](#), Glen reflected on his career with warmth and gratitude. He reminded us that "*our profession isn't just about buildings—it's about people, service, and legacy.*" Glen lived that legacy every day.

We extend our deepest condolences to Glen's family and his many friends and colleagues who were privileged to know and love him. A formal tribute will be shared during the upcoming APPA Spring Conference in New Orleans. In the coming weeks, we invite the APPA community to share their memories and reflections, which will be compiled into a digital remembrance honoring Glen's life and legacy.

Glen R. Haubold's presence in APPA was truly a gift. His influence, kindness, and leadership will continue to resonate in our work and our hearts for years to come. May he rest in peace.

A memorium board has also been created, and we welcome you to share your memories, tributes, photos, or simply a note of gratitude [here](#).

Glen's service will be May 3 at 11 am. [Green Valley Historical Society, 6960 FM 2153, Aubrey, TX.](#)
(Original article may be found here: <https://www.appa.org/glen-r-haubold/>)

The 2024 CAPPA/MAPPA Annual Conference—In Review

The 2024 CAPPA/MAPPA joint conference in St. Louis was hugely successful, and we've received many compliments on it—from the service at the Union Station Hotel, the educational sessions, the conference outings, and the business partner opportunities.

There was a massive effort to plan and execute this conference. We had some outstanding facilities folks from CAPPA and MAPPA to lead us through it all. They exemplified what we want APPA to be by helping each other collaborate and sharing their knowledge and experience to meet our common goals. From the beginning of the planning stage of the conference almost a year ago, those service-minded individuals from institutions and business partners worked together to produce a valuable, positive, and memorable experience for all who attended. The result was an outstanding conference that exceeded all expectations and, as a bonus, came in a little in the black.

All conference attendees had the opportunity to meet and have meaningful conversations with the new APPA President and CEO, Lalit Agarwal, who made himself available for private conversations with anyone who wanted to give him feedback and ideas.

The CAPPA/MAPPA conference in St. Louis brought us together as an industry in an era of great challenges. Through sharing common problems and collaborating to find solutions, we are all better. We discovered that the power of having diverse backgrounds and opinions can be utilized in a positive way. We reinforced that we all have a passion for serving our clients, our universities, our companies, and especially each other.

Thank you all for coming together to make this conference great!



(Original article may be found here: <https://www.appa.org/facilities-manager/january-february-2025/2024-regional-reports/>)



Would you like to showcase your institution on the homepage of the [CAPPA](#) website?

Submit your institution photos to the Newsletter Editor, jeannie.knott@utdallas.edu!

Sustainability is More Than Just a Word – It's a Practice

By: Gerald S. Dobbs, CGM —Grounds Manager at The University of Texas at El Paso

Several years ago, I was asked, what was my definition of “sustainability”. I responded that I believe sustainability is the wise use of environmental resources today and making sure they are replaced and/or preserved for future generations to enjoy. In January 2020, I began serving as the Grounds Manager of the University of Texas at El Paso (UTEP). It wasn't long before I discovered there were several very different environmental challenges that affected the maintenance of UTEP's 420 acres. Three of those environmental challenges include scarcity of rainfall; soil conditions lacking nutritional value and water holding capacity; and finding the right equipment to address air quality and noise pollution.

Scarcity of Rainfall

On average, El Paso receives about 8.5 inches of rain a year with about 5 inches coming during the months of July through September. For the rest of the year, a six-person Irrigation Crew under the supervision of the Irrigation Supervisor will turn on daily and inspect each irrigation station to determine if there are any breaks in the irrigation lines and tubing or if there are malfunctioning heads that need to be replaced. The work is tedious, but it is necessary, because if a certain water line is malfunctioning, it will reveal itself within two days by wilted plant materials and/or dead turf lawn areas.

About two years ago, the Irrigation Supervisor and I met with the building design team that was developing the set of building and landscape plans for AMAC – Advanced Manufacturing and Aerospace Center. We had the opportunity to review the landscape plans and proposed an irrigation system for the site. We strongly recommend the installation of a smart irrigation system that will enable the Irrigation Technician to respond more rapidly to water control emergency situations. This meant that each irrigation station would be able to communicate with the Irrigation Technician by transmitting alerts and information to the Tech's cell phone, tablet and/or desk computer. The technician would have the capability of shutting down the irrigation line to prevent water loss in case of line disruption. Also, the technician would receive alerts when the temperature is rising and the need for water becomes much greater. This idea was received quite well by the designers and administration. A year later, we were working with the design team to install a smart irrigation system for the new Texas Western Hall. The primary advantage of the smart irrigation system is water conservation and reduction in emergency response situations due to water line breakages.

Soil Conditions Lacking Nutritional Value and Water Holding Capacity

The soil of UTEP has a high pH, lacks organic matter to encourage the growth of microorganisms and actinomycetes. In addition, the soil is heavily compacted from years of foot and vehicular traffic on the lawn areas. Under ideal conditions, the soil should have at least 50% pore space to encourage water transmission and air circulation to encourage healthy root growth and penetration. When this is not the case, plants will struggle for air, nutrition and water.

To combat this type of situation in the soil, it is essential to aerate the soil at least once a month throughout the entire growing season. In the spring of one year, we aerated the heavily used lawn areas, and we used spreaders to put down a product called Biochar. This product has been tested and used for several years to improve the water holding and nutritional capacity of the soil. This organic product has the potential to last in the soil for about 500 years in the soil. From test results, we have seen lawn areas stay green a few weeks longer; increased drought resistance; reduced quantities of fertilizers and water volatilizing into the atmosphere and reduced quantities of fertilizers washing down into the storm drainage system.

Right Equipment to Address Air Quality and Noise Pollution

It is well known that landscape maintenance equipment such as gas-powered riding mowers, power blowers, edgers, and weed eaters contribute significantly to air pollution in highly populated areas. Several companies are responding to the need for alternative powered equipment that not only reduces the amount of air pollution into the atmosphere but also reduces the amount of noise pollution as well. About three years ago, I gave a presentation to the Green Fund Committee at the university to persuade them to fund the purchase of battery powered equipment for the Grounds Department. After giving the presentation, the Green Fund Committee decided unanimously to fund the proposal to buy two battery powered riding mowers, one walk-behind power mower, and five sets of backpack style battery packs with an assortment of weed eater, blower, and edger attachments. When we received the equipment, certain staff were selected to train on the equipment and to show off what the equipment could do. As a result, we had an excited team of operators who were willing to put the equipment through its paces. The operators, mechanics, and I were surprised that at the end of about three hours of operating the riding mowers that less than 10% of the battery charge was used. In addition, the noise reduction has been significant and there have been less complaints about equipment noise around the academic buildings.

Conclusion

It is essential for the staff to freely and willingly support the efforts of sustainable practices. Many of the practices have been recommended by the staff. When the staff has buy-in, the success rate of the newly instituted sustainable practice increases dramatically. Also, it is necessary to encourage the involvement of students and other staff members to promote environmentally sustainable ideas. We are all partners with each other for a more sustainable today and a sustainable tomorrow.

Congratulations to Another Successful Supervisor's Toolkit Class!

Supervisor's Toolkit has been specifically designed to meet the needs of the facilities management professional. It is a structured, open-ended, and pragmatic approach to developing supervisors. It is not so much a teaching program as a development process, designed to help supervisors realize both personal and professional growth. The program has been newly designed as a full three days of training.

Help us in congratulating our most recent class!

Hosted by: Dallas College—Coppell

Location: Coppell, TX

October 2024

Teachers: Glen Haubold, Steve McClain, & Shelton Riley



Scholarship Opportunities!

CAPPA's Professional Development Committee continues to provide accessible options for members pursuing educational goals and skill advancement.

If you know someone at your school who benefited from a CAPPA scholarship, apply for your own and join them! If you don't know anyone who has participated, apply now and lead the way in reducing training costs! Check out how simple it is to participate in CAPPA's scholarship program by visiting our CAPPA Professional Development [page](#).

Final Call for Papers: The 2025 CAPPA Conference in Norman, OK

CAPPA Conference
University of Oklahoma
September 15th - 17th, 2025
"Facilities Management - The Oklahoma Way"



Showcase your successes, share your best practices, and give your fellow facilities professionals a chance to learn from your mistakes. Presenting at CAPPA 2025 gives you the chance to share actionable insights that empower your colleagues in our facilities management industry. Help us all to tackle common challenges, enhance our expertise, and become a resource for your fellow facilities professionals.

CAPPA 2025 will focus on the following:

- Utility System Maintenance
- Energy Management & Sustainability
- Project Management & Engineering
- Utility Operations
- Utilities Administration
- Leadership and Management

Proposals should align with at least one designated topic and reflect the conference theme. Priority will be given to submissions that showcase proven success through case studies and highlight innovative solutions that inspire excellence in tackling key challenges. Presentations eligible for CEUs are highly encouraged. If you have a topic of significant interest to the audience that may not fully align with the theme, we still welcome your proposal.

Proposals should be submitted online [here](#).

Deadline for submission is **May 15, 2025**. Questions can be sent via email to appapdcgroup@gmail.com, the CAPPA Professional Development Committee.

Check out the [event website](#)!

FROM THE EDITOR:

Thank you to those who submitted articles, photographs, and information to be included in this season's CAPPA Newsletter!

We Want to Hear from You!

Share the lessons you've learned, your triumphs, innovations, and more!

Please feel free to write and submit articles for the CAPPA Newsletter at any time throughout the year for consideration. Preferred size for the articles would be between 500 words (ex. ½ page with 1 medium graphic/photo/chart) - 1,000 words (ex. full page with 2-3 small graphics/photos/charts). Please include names, descriptions, or titles for the media used. If the article submitted exists in another publication, please provide the link to the article, if available. Provide author's name & title (photo preferred, but not required). Email submissions via Word document or PDF attachments to the Newsletter Editor, jeannie.knott@utdallas.edu.
