



APPA's Young/New Facilities Professional exchange

WHAT: Young/New Facilities Professional “exchange” of perspectives, ideas, concepts to explore ways to engage more young facility professionals for APPA. These ideas will be shared with the APPA Executive Committee and its Board of Directors prior to the APPA 2011 annual conference being held in Atlanta, Georgia, July 16-18. The young facilities professional group will generate a list of ideas that will be shared with APPA volunteer leaders and staff prior to the annual conference along with the entire membership at a future date. This group may also assist in the development of a survey tool that polls cohort groups for their input and feedback as well. Sample survey questions below for discussion.

A Young/New Facility Professional is defined below (working ***draft*** as defined by APPA's Membership Committee this past December 2010):

- New to the facilities management profession, five years or less in the Facilities Management Department
- The Young/New Facilities Professional is either new to Facilities Management in general, new to the ***educational*** facilities management profession or young in age/perspective.
- Not just identifiable with age; could also mean new or fresh in the educational facilities management industry
- If age is identified, what is the age limit?
 - 'Young' is a value-laden term, too easy to take the wrong way.
 - Possible 'young professional' to be in their 20's/ early 30's,
- How are we relating the term 'Young Professional' to the facilities industry?
 - New way of processing/generating ideas and information (fresh talent)
 - Upwardly mobile professional, looking for advancement and growth opportunity
 - Young/New professional seeking a new career path
 - Typically, technologically savvy
 - Young professionals who operate virtually vs. those who are more hands-on with OJT know-how.

WHEN: Several one hour conference calls will be established during the months of April, May, and June for discussion resulting in a compilation of the findings and recommendations for the APPA Executive Committee and Board of Directors.

WHERE and HOW: Holly Judd, APPA staff members, will send out suggested dates for approximately three potential meeting times and dates via Doodle software. Each participant will be phoning (voice) in and joining a “Go to Meeting” (data/computer) session for each published date and time. Meeting agendas will be sent prior to the calls. Participants will be able to listen and view what is being discussed and recorded during the meetings.

WHO: Recommended participants to date: (would like to get at least one from each region)

1. David Cain _cain.david@gmail.com. Professional Affairs Committee Vice President - Chair
2. MAPPA-Kristie -Kowall-kländer@ilstu.edu. – Illinois State University – co-Chair
3. MAPPA – John Harrod, Jr. _jharrod@fpm.wisc.edu. University of Wisconsin, Madison
4. RMA- John Herrera. John.herrera@asu.edu, – Arizona State University
5. RMA-BYU – Jeff Campbell to provide contact person (student)
6. RMA- Lindsay Wagner, Lindsay.wagner@nau.edu - Northern Arizona University
7. SRAPPA-Georgia Tech University – Kathy Roper to provide contact person (student)
8. MAPPA- Erin Babson, babson@gvsr.edu. – Grand Valley State University
9. RMA- Brian Hadley, brianhadley2@weber.edu. – Weber State University
10. ERAPPA ? **need individual.**
11. CAPP ? **need individual**
12. PCAPPA – Kunal Chitre – webmaster@pcappa.org. Business Partner member (and PCAPPA board member handling Technology/Communications)
13. Lander Medlin- lander@appa.org. APPA, EVP
14. Norm Young (marketing advisor) – young@Hartford.edu. Hartford University
15. APPA current, past, and elected Presidents are all invited to attend.
 - a) darrel.meyer@mcckc.edu.
 - b) dgray@mtsu.edu.
 - c) polly.pinney@asu.edu.

Potential Sample Survey Questions

For all individuals who visit the APPA web site, www.appa.org a quick, easy, and simple survey instrument created using survey monkey will appear promoting a series of ten questions regarding recruit and retention of young/new facilities professions. While all surveys results will receive analysis, particular attention and detail will be given to those who are considered young/new facilities professionals.

Demographics Questions

- 1). Gender
 - a) male
 - b) female
- 2). APPA region your institution belongs to?
 - a) Eastern - ERAPPA
 - b) Southeastern - SRAPPA
 - c) Midwest- MAPPA
 - d) Central- CAPPA
 - e) Rocky Mountain- RMA
 - f) Pacific Coast- PCAPPA
- 3). Total years in Facilities Management?
 - a) 0-5
 - b) 6- 10
 - c) 11-15
 - d) 16- 20
 - e) 21 or more
- 4). Current age range?
 - a) 20-29
 - b) 30- 39
 - c) 40-49
 - d) 50-59
 - e) 60- 69
 - f) other _____
- 5). How do you find out about the APPA events, e.g. training, meetings etc.
 - a) My boss
 - b) Associates at work
 - c) Facilities manager magazine
 - d) APPA web site
 - e) Other please list _____
- 6). Attended APPA training or event? Yes or No if yes check one or more
 - a) Annual conference
 - b) Regional meeting
 - c) Facilities management Institute
 - d) Leadership Academy
 - e) Supervisors tool kit

- d) EFP or CEFP certification
- f) Other please list _____

Quantitative and Qualitative Questions

- 7). What preferred method would you like to continue to learn more about APPA?
- a) Electronic e.g. email
 - b) Postal mail
 - c) APPA web site
 - d) Face book
 - e) Twitter
 - f) Other please list _____
- 8). Do you feel APPA is the organization for: (please rank, 1 being the highest)
- a) Professional and personal development
 - b) Receiving technical and or management training
 - c) Receiving a position promotion
 - d) Receiving a salary promotion
 - e) Networking with other facilities professionals
- 9). What do you feel APPA needs to do to **attract and recruit** new young facilities professional for the organization?
- a) Promote greater use of information technology for events/happenings
 - b) Greater one on one outreach to individuals
 - c) Offer more training and development for young/new facilities professionals
 - d) Provide more leadership opportunities for young/new facilities professionals
- 10). What do you feel APPA should do to **“retain”** new young facilities professional for the organization?
- a) Enhance customized training and development offerings for the young/new facilities professional.
 - b) Engage young new facilities professional via information technology – text messages, multiple electronic notifications.
 - c) Establish young/new facilities professional recognition and awards program
 - d) Offer a formalized future leadership and internship program for young/new facilities professional.
- 11). Overall, how satisfied are you with the APPA organization being able to recruit and retain young/new facilities professionals?
- a) Extremely
 - b) Very satisfied
 - c) Somewhat satisfied
 - d) Somewhat disappointed
 - e) Very disappointed

Thank you for completing this survey and making APPA a better organization !

