

EMPLOYMENT HISTORY

Environmental Services Manager

January 2011 - Present

Montana State University, Bozeman, MT

Responsible for managing the campus grounds (approximately 950 acres, 240 acres intensely developed) and state buildings and assets (200+ buildings, approximately 2.4 million square feet) for Montana State University through two departments - Grounds and Custodial Services - representing a full-time staff of 84 supplemented by up to 30 seasonal and temporary employees. Duties include defining, refining, and providing overall direction for the departments, personnel management and administration, management of service and maintenance contracts, and workload planning and coordination consistent with organizational short- and long-term goals.

- Led the Unified Custodial Purchasing effort resulting in a unified and reduced inventories and equipment while reducing costs across all Montana State University custodial departments (Facilities, Auxiliaries, Sports, Family Graduate Housing).
- Developed, implemented and currently manage the University's Storm Water Management, Integrated Pest Management, Urban Forest and Bike Parking programs.
- Defined and refined personnel policies (leave use, uniforms, educational alternative schedules).
- Instilled customer service values in Custodial and Grounds operations.
- Restructured the Grounds department to efficiently manage workload and increase career path options within the department.
- Directed Waste Management program realizing an increase in diversion from the landfill from less than 2% to over 40% (2011 – 2017).
- Integrated recycling operation and personnel into Grounds operations.
- Established Montana State University as a Tree Campus USA.
- Developed and fostered collaborative relationships with internal and external stakeholders resulting operational efficiencies through cooperative involvement.
- Reduced Custodial Services product inventory from over 200 products to less than 80.
- Reduced "standing work orders" from approximately 100 to 10.
- Documented improvement to water quality in the University's section of Mandeville Creek through changes in landscape management practices.
- Active involvement with student groups including tangible actions.
- Increased departmental involvement in capital project processes.

Maintenance Operations Manager

October 2003-December 2010

Woodland Park Zoo, Seattle, WA

Managed three departments (Horticulture, Systems Maintenance, and Grounds) representing a staff of up to 45 consisting of three unrepresented supervisors, eleven represented job classifications, and an Administrative assistant. Duties included defining, refining, and providing overall direction for the departments, personnel management and administration, management of service and maintenance contracts, and workload planning and coordination consistent with organizational short- and long-term goals.

- Demonstrated conservation in daily operations by researching and deploying new paper product dispensers that use products containing 100% post-consumer use recycled content and by adopting the use of GreenSeal approved cleaning products.
- Led effort that realized 80% reduction in water use at the penguin exhibit through equipment and operational changes.
- Led effort resulting in a reduction of garbage collection containers by 50%, increased internal and visitor recycling, and reduced labor inputs by 33%
- Directed conversion of pest control operations from in-house to contracted service resulting in improved service and increased staff engagement and awareness.
- Directed and managed work force reduction plan.
- Moved departments from reactive to proactive management of resources.
- Directed conversion of the WPZ Rose Garden to a pesticide free natural management program while maintaining aesthetics and providing both active and passive educational opportunities
- Continued direction and development of responsible management of waste streams focused on increased recycling, closed loop systems, and diversion from landfills.
- Managed pesticide contamination issue in composting operations resulting in conversion to organic hay and manufactured feeds.
- Managed and resolved animal waste disposal issue.
- Contributed to improved neighborhood relations through capital improvements to War Garden and West Woodland Parks and through operational service changes.
- Acted as project manager and/or field coordinator on major projects.
- Active involvement in Backyard Habitat Educational Program and WPZ Green Team.



Landscape supervisor

February 2002-October 2003

Woodland Park Zoo, Seattle, WA

Supervised horticulture staff of up to 15 and provided technical direction for landscape construction, installation, and landscape maintenance programs for 92 acres of high quality landscapes and naturalistic exhibits. Led planning and review of zoo horticulture projects, arbor and turf programs. Developed and implemented maintenance program reflecting environmental stewardship and education goals.

- Provided oversight, supervision and coordination for the installation of all landscape components three major new exhibits and for the new West Entry complex.
- Demonstrated environmental stewardship by changing the turf management program to 100% organic in 2003 and the Rose Garden to 100% organic in 2007.
- Reduced pesticide use 30% in 2003 and an additional 30% in 2007
- Guided Horticulture and sister departments (Maintenance, Grounds) staff through transition from City of Seattle to Woodland Park Zoological Society management.
- Part of team that negotiated new collective bargaining agreement between Woodland Park Zoological Society and the labor unions.

Owner/Principal

June 2000-Present

Integrated Solutions Consulting Group, Kirkland, WA

Integrated Solutions offers a range of services ranging from landscape and landscape operation assessment to educational presentations for both public and professional audiences meant to educate and promote environmentally friendly landscape practices. Current and past clients include City of Issaquah, City of Renton, City of Seattle, City of Bellevue, City of Federal Way, King, Pierce, and Snohomish Counties, Cascadia Consulting Group, Frause Group, King County Master Gardeners, and Oak Harbor, Sedro-Wooley, Bainbridge Island, Seattle, and Bellevue School districts.

- Speaker for Seattle Public Utilities Green Gardening Program 2000 – present
- Speaker for King County Natural Yard Care Workshop series 2002 – 2011
- Educational program development for City of Everett
- Developed internship program for community colleges served by the Green Gardening Program

Planning and Development Specialist I

November 1999-June 2000

City of Seattle, Office of Sustainability and Environment, Seattle, WA

Provide technical direction and assistance for the City of Seattle's Pesticide Reduction Strategy including priority assessment, program development, field implementation, project coordination, researching alternatives, public outreach, staff training and establishing environment conducive to achieving strategy goals.

- Assisted in design and development of Pesticide reduction program to achieve strategy goals. A 35% reduction in pesticide use was realized in the first year of the program surpassing the 30% goal.
- Developed, coordinated, and monitored pesticide reduction pilot projects.
- Assisted in designing and implementing city-wide pesticide application recordkeeping database.
- Developed and fostered relationships with internal and external stakeholders.

Landscape Supervisor/Foreman/Designer

City of Seattle, City Light, Seattle, WA

January 1994-February 2002

Hendrikus Schraven, Issaquah, WA

1992-January 1994

Changing Landscapes, Kirkland, WA

1989-1991

Lied's Neenah, WI

1985-1989

Directed all phases of landscape construction and maintenance including coordination and tracking of labor, equipment, and materials.

- Reduced pesticide use at City Light 65% in one year.
- Supervisor for Association of Landscape Contractors of America (ALCA) national award winning project.
- Supervisor for ALCA Pacific Northwest region award winning project.
- Foreman for International Society of Landscape Architects international award winning project.

EDUCATION

Horticulture and Landscape Design, Bachelor of Science, Colorado State University,

Ski Area Management, Associate of Arts, Gogebic Community College,

MEMBERSHIPS & COMMITTEES

Association of Physical Plant Administrators (APPA)
Board member, Rocky Mountain Region, Chair, Professional Affairs committee (2016 – present)
APPA National Board, Professional Affairs Committee, 2016 – present
Campus Sustainability Advisory Council (CSAC), Co-Chair, 2016 – present
CSAC, Facilities Services representative, 2011 – present
City of Bozeman, Storm Water Management operational group, 2016 – present
Bicycle Task Force, 2015 - 2017
Traffic Demand Management Committee, 2017 – present
Space Management Committee, 2012 – present
Classroom Committee, 2014 – present
Facilities Condition Inventory work group, 2011 - present

AWARDS & RECOGNITION

Pure Gold Award, 2014
Team of the Year Award, Bicycle Task Force, 2015
Nomination, Team of the Year, Environmental Services, 2016
Nomination, Team of the Year, Grounds department, 2017
Nomination, Employee of the Year 2017

LICENSES, TRAINING & CERTIFICATIONS

APPA Institute for Facilities Management, 2017
Storm Water Pollution Prevention Program (SWPPP) administrator, 2014 – present
SWPPP Best Management Practices, 2012, 2017
SWPPP Preparer, 2012
UnCommon Sense Sustainable Business Practices, 2013
Washington State Public Pesticide Operators License, 1994 - 2007
Certified HAZWOPER technician, 1995 – 2000
Trained Irrigation Auditor, 1998
Trained LEAN Facilitator, 2006
Trained Natural Step Program, 2010