

On the subject of the progress women have made State Street's Garvin reflected: "In the late 60's and early 70's women often tended to subordinate their 'femaleness' in order to succeed. Things are different now – state and federal anti-discrimination laws have helped. The pressure of legislation forced many corporations to become more inclusive and to provide opportunities for women and minorities to move ahead. Other corporations simply realized doing so was not only a strategic business imperative but the right thing to do. We must remember," she adds, "that women need to continue to make strides and be goal oriented – we can't backtrack on our advances."

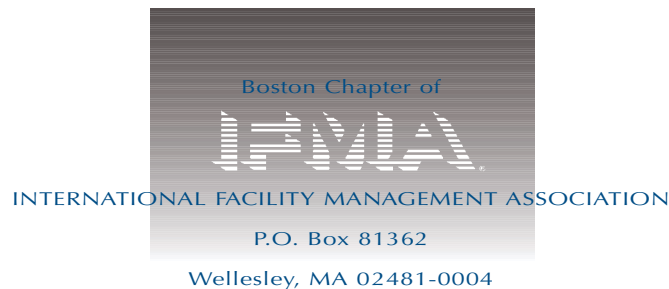
Colleen McGinty is the Associate Director for Minor Construction at Boston University. She graduated with a degree in Civil Engineering from the Air Force Academy. "In school and at work I have always been in a male-dominated environment – you can't get much more male-dominated than the Air Force Academy."

"And," she noted, "at BU, I'm also the only woman in our department - so I'm used to it." Concerning women and their workplace advances, McGinty continued, "It's changing...from resistance years ago, to curiosity, to acceptance – now it's almost second nature. At the end of the day however, I get judged by my results. I've learned that gender isn't a problem unless I make it one, and I choose not to."

The skills it takes to succeed in FM are the keys to success in virtually every job: the need to be strategic and inclusive, the ability to listen and communicate tactfully and the ability to evaluate information from many sources before making decisions. Does gender matter? While it certainly may be a factor, in the final analysis the answer is no. It's the results that FM professionals deliver that matter.



James L. Mitchell, III works in Business Development for Richard White Sons in Auburndale, MA and has been an active IFMA member since 1995.



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Summer 2001
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News from the Boston Chapter of IFMA
The International Facility Management Association

HEALTH IN THE WORKPLACE

Poor Posture Hurts! Especially at Work!

By Seema Pandya

The Problem:

Do you find yourself rubbing your neck and shoulders at the end of the day? Does sitting for long periods of time give you an aching back? Poor posture at work can cause numerous problems. First of all, lack of back support causes increased pressure on our lumbar discs, our muscles and ligaments can become over stretched and weakened. Secondly, when your head is forward, you place tremendous strain on our neck and shoulder muscles, which can lead to neck strain and headaches. In addition, our wrists and hands perform repeated motions that can lead to pressure on our nerves in our wrist and tightening of our hand muscles.

The Solution:

- always sit to the back of your chair and make sure you use a lumbar roll to support your low back
- remember the 90 degree rule, keep your ankles, knees, and hips all at 90 degrees when sitting; (some of you may need a foot stool to support your feet)
- get out of your chair every hour and walk around no matter what you are doing; set a timer on your computer
- don't hold your phone between your neck and shoulder, try to hold it up with your hand, or obtain a headset
- perform some simple stretches 10 times 2-3 times a day

Just remember, failure to recognize your pain at work can and will lead to larger problems such as bulging disks, carpal tunnel syndrome, chronic headaches, and permanent damage to your postural structure. Consult your physician before performing any new exercise.

The Facilitator would like to welcome Seema Pandya to its staff. Seema will be writing a "Health in the Workplace" column for us. She comes to the Facilitator with excellent credentials. Seema is the executive director of Catharsis Corporation, and is a licensed physical therapist specializing in orthopedic injuries. Catharsis Corporation is a consulting company which focuses on demonstrating cost savings by bridging the gap between facility operations and employee health.

2001 Golf Outing

by Jason van Beaver

On June 19, 2001, Boston IFMA members came together to take part in the annual Golf Outing at Stowe Acres. Even with temperatures reaching into the high 90s, the event was a tremendous success. Teams of 4 persons each played the 18 holes either on the North or South course, eventually finishing up at the clubhouse for food and cold refreshments.

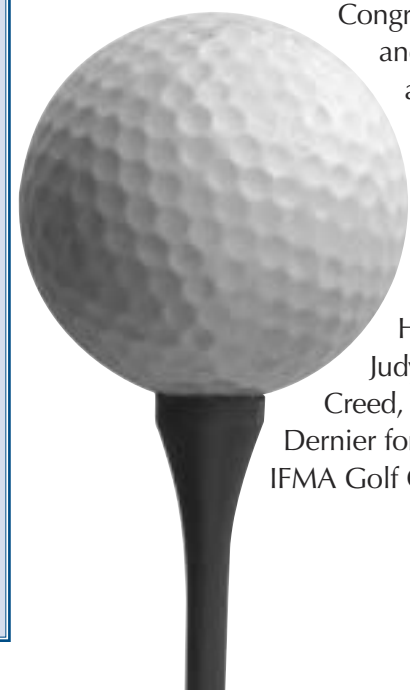
The foursome team that dominated the North Course was the team of Patrick Leyne, Paul Leyne, Jamie Crosby and Glen Disarcina. The foursome team that won the South Course was comprised of Bill Walsh, Al Hickey, Mark Renieri and Dave Ferracane.

Leslie Saul won the Longest and Straightest Drive contest in the Women's division and Mike Fabiano won the last event of the day, the putting contest.

Congratulations to all the winners and everyone that participated at Stowe Acres.

A special thanks to the volunteers for their efforts and time and to the Committee Members: Joe Campbell, Kristen Hederman, Peter Atkinson, Judylynn Monaco, Kathy Creed, Dave Caron and Alicia

Dernier for making the Annual Boston IFMA Golf Outing possible.



KANSAS CITY HERE WE COME!!

World Workplace 2001
will be held
September 23-25
in Kansas City.

Mark your calendars and
make your plans now!

Children with AIDS Project – CAP House



In the sun, front row: Christin Hedderman of Payton Construction flanked by two CAP employees
Second Row: Judylynn Monaco, Corporate Interiors; Louanne Pierce, Guilford Fabrics; Martha Vibbert, CAP Executive Director
Last row, in the shade: CAP staff, Debra Wimpfheimer, Boston Medical Center – Fund Development; IFMA President Scott Tibbo, Expense Management Solutions

For the past three summers, the CAP House has enjoyed a summer camp program as a result of the IFMA/IIDA contribution from its annual Christmas party. This spring, \$8,400 was presented to Martha Vibbert, CAP Executive Director, by IFMA President Scott Tibbo. A funny thing happened to Scott on the way to this presentation. Touring the CAP House, Scott was touched by the children there and the loving care provided to them by the CAP staff. Scott committed himself and IFMA to do more for CAP. When Scott gets on a run, he is like Larry Bird on the way to the hoop. Since April, Scott, with the help of IFMA vendors, has accomplished the following:

- Righter Group – Interior painting
- Office Environment of New England – Kimball sofa and new bookshelves
- Home Depot - \$1,000 contribution.

by James L. Mitchell, III

Globally, nationally and locally, the Facilities Management workplace is changing. The emergence of women and their contributions to the FM profession continue to grow. With the significant rise in the numbers and influence that women now enjoy, questions are surfacing as well. What forces are driving these changes? Are they social and economic or are women simply better equipped to deal with the challenges presented in FM? Do gender traits contribute to women's success? Was author John Gray really onto something with his "Men Are From Mars and Women are From Venus" theories? And lastly, when all is said and done, does gender really matter?

A relatively new and evolving field, the ranks in Facilities Management include professionals from many disciplines. Individuals with earlier careers in architecture, interior design, accounting, finance, real estate and property management have entered the profession.

It's no secret that the social and economic changes of the last forty years have greatly altered traditional male and female roles. The impact of women leaving the home,

entering the workplace and advancing in careers has been profound. The professions of Architecture, Engineering, and Facilities Management – all once dominated by men – have seen a tremendous rise in the percentage and influence of women. As this "movement" has matured, so have the careers of women.

Anecdotally, we've seen ample evidence of this change – four of the last six presidents of the Boston Chapter of IFMA have been women. Kathy DeMello - past chapter president and Manager of Facilities for The Gillette Company observed that at each of the national conferences she's attended, "rosters have been roughly 50/50 male and female participants."

With the rise in the number of women and anti-discrimination legislation initiatives, things have improved in the workplace. "Years ago," DeMello noted, "as a woman it was difficult – you had to prove yourself daily to men - but things have changed dramatically in 20 years".

As better listeners and communicators do women innately possess more of the traits it takes to succeed in FM? "I think it is less male vs. female...it depends more on your background and training," DeMello believes, "are you more right-brained – say design oriented as I am – or left-brained,

The professions of Architecture, Engineering, and Facilities Management – all once dominated by men – have seen a tremendous rise in the percentage and influence of women.

like an engineer? Your training and experience – your sensitivities as a result of your career training – that's what makes you successful. Gender really plays no part in it."

Other facilities professionals agree. Karen Garvin, Vice President of Administration for State Street Corporation's Facilities Management Division, and a past president of the Boston Chapter, spoke about gender traits: "It's really

unfair to stereotype... people say women communicate well, are detail oriented and organized – but I know plenty of men with these skills. On the other hand, I know many women – working in the field – who are great problem solvers. They have many of the characteristics typically attributed to male stereotypes."



James Mitchell of Columbia Construction with Mark Wartenburg of Sun Microsystems; May 15 at Sun Microsystems



Generous hosts of New Member Breakfast on May 31: Scott Lang and Claudia DiCesare of Kimball Office Furniture with Anthony Nardella of Allied Office Furniture Group



Norma Guin of Nutter McClenman Fish with colleague Holly Evers of Foley Hoag and Elliot at new member breakfast.



Anna Gannon of Milikin Carpet, John Kelsey of Wilson Kelsey Design, and John Gioioso of Fresenius Medical Care share a laugh at the new member breakfast. Awards Reception – Henderson House, Weston, June 13, 2001



Bill Osborn of Rent-a-Crate, Judylynn Monaco of Corporate Interiors, outgoing IFMA President Jim Downey of Stride Rite, and Janice Ford of NiSource

Awards Reception – Henderson House, Weston, MA, June 13, 2001



Jane Strillchuk of Millikin Carpet with 2001/2002 IFMA President Scott Tibbo of Expense Management Solutions



Jean Brown of Diversified Project Management accepts IFMA membership drive award from Michael Flaherty of Archer Management and John McCaffrey of Collins and Aiken Flooring



Marc Margulies (right) of Margulies & Assc. accepts his Excellence in Facility Management Award from IFMA President Jim Downey



The MITRE team: Ely Sherman, Carole Horne, and Geri Athanas accept their Excellence in Facility Management Award from Jim Downey



John Gioioso of Fresenius Medical Care receives the IFMA/Boston Distinguished Profession Member Award from new IFMA President Scott Tibbo of Expense Management Solutions



Cynthia Rambaldo a Facility Management Consultant received the "You Make It Happen" Award for her public relations contributions to IFMA/Boston



by Frank Murphy

A breath of fresh, Irish air has hit IFMA/Boston. Her name is Samantha Herrle. She hails from the southeast coast of Ireland at Dunmore East, County Waterford. Like all good Irish women, Samantha has an appreciation of all things fine. She holds a degree in fine arts from Limerick College of Art and Design.

Samantha may be new IFMA member; but is jumping into the organization with both feet. She will serve as Community Projects Chair for 2000/2001. Samantha will take some time to study in which community projects to involve IFMA. Samantha says, "Naturally, we will continue to support and raise money for the CAP house. I also see IFMA reaching out to such organizations Habitat for Humanity and the Red Cross, lending IFMA's administrative and fund raising support perhaps to these or other organizations."

Samantha continued her studies upon arriving here in the US, earning a BS in Interior Design from LaRoche College, Pittsburgh. In the early 1990's Samantha worked with Mellon Bank setting up their pioneer, retail branches in grocery stores. Samantha's first job in the Boston area was with Office Environments of NE (OE). Here Samantha became an expert with Steelcase office furniture systems, outfitting projects for Massachusetts Financial Services, Boston Properties, and Sunlife of Canada. It was while working on an OE project at Nokia in Burlington that Samantha came into contact with her present employer, the architectural firm of Symmes Maini & McKee Associates (SMMA). SMMA takes a team approach to their work. Even though Samantha and OE were vendors on the Nokia project, Samantha said, "I felt very much apart of the design team." So much so that SMMA wound up hiring her.

Samantha maintains contact with Ireland through traditional Irish music. I asked just what kind of music she appreciated and she said, "You know, Frank. The didley-umpty stuff."

We are pleased to have Samantha aboard!

NEW MEMBER PROFILE

NEW MEMBERS

Cindy Aiguier, **Artesania**; Michael R. Belanger, **Victaulic Company of America**; Else Bettencourt, **Bose Corporation**; Denise Booras, **Diversified Project Management, Inc.**; Aurora Cammarata, **RF Walsh Company Inc.**; Stacy Chambers, **Sasaki Associates**; Charles T. DeMoss, Jr., **Workplace Management Solutions, Inc.**; Robert F. Donnelly, **FACServices, Inc.**; Theresa Drake, **DuPont Pharmaceutical**; Charles Estes, **Patterson Cleaning Services**; Holly Evers, **Foley, Hoag & Elliot LLP**; Susan Feaster, **Boston Financial Data Services, Inc.**; Dennis Fernandez, **NSTAR**; Linda Forney, **Cort Furniture Rental**; Stephen Hawkins, **DuPont Flooring**; Jeffrey N. Hyman, **Serono, Inc.**; Mark F. Jaeger, **Harvard Univer./Kennedy School of Gov't.**; Michelle King, **Workplace Management Solutions, Inc.**; Jeanne L. Kopacz, **Bryer Architects**; Phil Leonard, **Diversified Project Management, Inc.**; Meg M. Manion, **Union Office Interiors**; Robert Mark, **Archstone Communities**; Kevin McGann, **Liberty Mutual Group**; Scott M. McLeod, **Boston Financial Data Services, Inc.**; Constance McMahon, **Centerstone Software, Inc.**; Megan J. Mihara, **Pitney Bowes Management Services**; Michael Milliken, **Rentacrate, Inc.**; Erin Monahan, **Circadian Information Systems**; Kelly Mulhern, **Circadian Information Systems**; Brooks Murphy, **The Staubach Company**; Seema Pandya, **Catharsis Corporation**; Maria J. Peckham, **Pitney Bowes Management Services**; Susan A. Pepple, **Reilly Communications/Barry Libman Inc.**; Dean Podoll, **I2**; Patrick J. Reardon, **Workplace Management Solutions, Inc.**; Julia A. Regan, **BrassRing, Inc.**; Glen A. Riley, **Boston Financial Data Services, Inc.**; Fay Salt, **Converge, Inc.**; Armand L. Santacroce, **Workplace Management Solutions, Inc.**; David Schevis, **Amtrak**; George A. Schwarz, **AT Villa**; Mark S. Shea, **Thomson Financial**; Nina H. Siegel; Paul L. Silowan, **TAB Products**; Paul R. Smith, **Hawthorne Place Condo Association**; Karen Snow, **MACROMEDIA**; Gayle C. Strickland, **Student Advantage**; Marc J. Thibodeau, **The MITRE Corporation**; Peter N. Twombly, **Autodesk, Inc.**; William F. Walsh, **Walsh Movers**; Anthony Weston, **Motorola, Inc.**; Dan Wilhelm, **Genetix Pharmaceuticals**; Dan Ziegler, **Workplace Management Solutions, Inc.**; Anthony Zulkeski

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To My Fellow IFMA Members,

I would like to really believe that my year is not up yet. I have so many activities that I want to be involved in for you, and I want to continue to make the Boston Chapter the best it can be. I honestly believe what makes Boston great is the membership. Without your enthusiasm, your drive for excellence, and the unique twist of getting things done-the New England way, we would just be a collection of men and women serving our own purposes. WE are Boston and we are the best!

Alas, several weeks ago I administered the oath of office to the new Boston Chapter Board. I have all the confidence in the world in the new Board and privileged to have turned over the Chapter in excellent shape, both financially and materially. The new Board and the committee chairs are in the best position they could be in for the 2001-2002 operating year beginning this September.

Unfortunately, the Board will not rest or have a vacation this summer. The Program committee will finish their program schedule, budgets will be presented, summaries and tabulations will be presented for the most successful Golf tournament, the new CFM process and support will be rolled out, World Workplace plans will be finalized, and we will work even harder to get Sweden up and running. Let's not also forget our addition and mentor partner-IFMA's newest domestic Chapter; Portland, Maine. Periodically check out the new IFMA web page. Making contact with the Board and the Chapter has never been easier. And just when we haven't got anything else to do, the Board will meet for an intensive weekend to map out a three to five year long-term strategy.

This is my last official note to everyone who I have met and enjoyed meeting. To the old Board, a tip of the hat to a truly great bunch of people. To the new Board, I am here to assist-let me be your first volunteer for next year. I am very grateful to our sponsors.

Without your willingness to assist and offer a helping hand, we never would have brought the many activities to the membership. I promise to make the relationship between professionals and associates even stronger. And especially, to all the wonderful people who have supported me when I had doubts; to everyone who had a vision, and weren't afraid to explain it to me, you have my gratitude. To the Boston Chapter of IFMA; thanks for your patience while I tried to be the best I could.

