An Introduction to the Instructional Staff

**Steve Brabbs** is on special assignment from his official role as assistant training manager for Plant Academy. He is currently the project leader for a Facilities Maintenance new process and restructuring initiative underway at the University of Michigan Ann Arbor. Steve has 13 years experience across the U-M Plant Operations departments of Building Services, Facilities Maintenance, and Utilities/Plant Engineering. In Steve's 19 years at U-M, twelve years have focused on training and organizational development, including a five year appointment in the Division of Research Development and Administration. Steve holds a master's degree in Human Resources and Organizational Development from Eastern Michigan University and a BA from Michigan.

**Sarah Ely** is the training manager of Plant Academy at U-M, joining Plant Operations in Fall, 2005 after eight years on the U-M campus in program development work focused on staff and faculty career development. Prior to joining U-M, Sarah spent 7 years in the manufacturing sector with UAW-Ford education and employee involvement initiatives, and 6 years developing and delivering teacher training programs for school districts across the Midwest. She continues to conduct workshops for UAW-Ford training coordinators each summer. Sarah does not bleed just maize and blue, as her daughter is a graduate of Michigan State and her son is a senior at Albion College. Sarah holds an undergraduate degree from Vanderbilt University Peabody College and a master's degree from the University of Michigan.

**Roland Loup** is a consultant and training leader in organization change; he currently is principal of his own consulting firm: Roland J. Loup, Organization Consultant. Roland has worked as an organization manager and executive and has taught and practiced organization change consulting in the United States, Canada, Europe, India and Australia in a variety of profit, non-profit and government organizations for over 25 years. His work with the University of Michigan in training and consulting began in the 1970's; for the past six years he has concentrated on Change Leadership Development for managers and supervisors at the University and has consulted with several academic departments and staff functions within the university. He holds a Ph.D. in Statistics from Iowa State University.

**Paul Parzuchowski** is the Managing Partner of ISS Information Science & Service, an IT & Engineering staffing firm based in South Lyon, MI. Paul has been a U-M Plant Academy instructor since 2005. His experience as a private business owner & consultant, project manager, technical writer and college instructor gives him a unique perspective of today's management challenges. The son of a builder, Paul first trained as a carpenter to work in the family business. He developed and routinely delivers customer service and business writing classes for U-M Plant Operations. He received his B.S. and M.A. from Eastern Michigan University.
Rich Robben is the executive director of Plant Operations at the University of Michigan-Ann Arbor. He is responsible for planning and directing the administrative and operational activities of Plant Operations, overseeing Facilities Maintenance, Construction Services, Utilities, Plant Engineering, Work Control, Grounds, Waste Management, Building Custodial Services, Plant Academy and Plant Administration and Plant Purchasing. Before joining the University of Michigan in 1996, he was director of Physical Plant at the Morningside and Midtown campuses of Columbia University and adjunct professor for facilities engineering at the State University of New York-Maritime College before moving to Michigan. Rich holds a B.S. in nuclear engineering from SUNY-Maritime and an M.B.A. from Columbia University. He served in the U.S. Naval Reserve from 1974-94, attaining the rank of commander. He is a licensed professional engineer and a member of the National Society of Professional Engineers, the Association of Higher Education Facilities Officers, and the National Association of College and University Business Officers.

Sally Schmall is founder and president of Academy Coach, Coordinator of the Dual Career Program for the University Of Michigan College Of Literature, Science and the Arts where she is responsible for negotiating a variety of faculty dual career opportunities as part of the University’s strategic faculty recruitment and retention efforts. Sally’s career at the University spans over a decade and includes a variety of clinical and career guidance roles on campus and at the U-M Hospital. She has designed and presented numerous workshops on Leadership Development and Negotiation Skills for a wide variety of staff, faculty and students on campus. Sally is an adjunct lecturer at the U-M School of Social Work after teaching a number of years at Monroe Community College. She holds a bachelor's degree from Eastern Michigan University and a master's from U-M.