

An Introduction to the Instructional Staff

Steve Brabbs is the assistant training manager for Plant Academy, Plant Operations Division at the University of Michigan. In Steve's 19 years at U-M-- twelve of which have been in training and organizational development-- he has worked in three other Plant Operations departments before Plant Academy: Building Services, Facilities Maintenance, and Utilities/Plant Engineering. He also held a training appointment in the Division of Research Development and Administration for 5 years. Steve is currently a facilitator for U-M President Mary Sue Coleman's staff initiative, "Voices of the Staff", leading a multi-year study and recommendations effort on the topic of career development for university staff. 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 is an MSU Spartan Mom, with another child headed to Albion College in Fall '07. Therefore, she does not bleed just maize and blue. Sarah holds an undergraduate degree from Vanderbilt University and a master's degree from the University of Michigan.

Roland Loup is a training leader and consultant in organization change; he currently is principal of his own consulting firm: Roland J. Loup, Organization Consultant. He has been a manager and executive and has taught and practiced whole system change consulting in the United States, Canada, Europe, India and Australia in a variety of profit, non-profit and government organizations for over 20 years. His work with the University of Michigan in training and consulting began in the 1970's; for the past three 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.

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Paul Parzuchowski is the Managing Partner of ISS-Information Science & Services, an IT and Engineering staffing company based in South Lyon, Michigan. Paul has been affiliated as an instructor with U-M since 2005. His experience as a business owner, technical writer, college instructor, and private sector consultant gives him a unique perspective of the challenges today's decision makers must face. The son of a builder, Paul first trained as a carpenter to work in the family business and is a popular instructor in Plant due to this first-hand field knowledge. Paul recently designed and delivered 20 customer service classes reaching over 400 skilled trades and staff members in U-M's Plant Facilities Maintenance department this year. He holds bachelors and master's degree 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 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.