

**Profile of
Dale Lovejoy
Power Plant Superintendent, Facilities Management
University of Wisconsin–Parkside
2023 Regents University Staff Excellence Award Individual Recipient**

Highlights from nomination materials:

- Serves UW-Parkside as the Heating and Chilling Plant Superintendent, a role he has held for about 25 years.
- Started career serving as a boiler technician aboard USS Wichita (AOR-1) in the U.S. Navy; continued his service at the Navy Base in Great Lakes, Illinois, as a boiler technician “A” school instructor at Service School Command; then began his career at UW-Parkside in 1994, as a power plant operator senior in the Heating and Chilling Plant, and by 1998, took over as the power plant superintendent.
- Manages the daily operations of the most critical building on campus; responsible for the utility distribution to the campus that is the basis for a safe and comfortable learning environment; also serves as the main administrator for all the campus building automation systems that ensure effective and efficient delivery of services to the campus buildings; offers entertaining and educational tours of the plant.
- Routinely reads professional articles and journals, attends training sessions, and develops or reworks procedures based on changing trends or technology; identifies and invests in outside training for his staff to ensure that they stay current on their training and knowledge base.
- Recently began bringing on plant operators from other facilities around the state to observe and assist the operations in the plant as a cross-training exercise and will send some of his operators to other plants in the state to do the same; recognizes the need for talent development and advocates for creating and nurturing a critical talent pipeline for plant operators for industrial utility plants across the state.
- Served as department interim director about seven years ago while still holding his other full-time job of running the Heating and Chilling Plant; co-chaired the search committee for the new director.
- Instrumental in information gathering, technical advising, and advocacy for much-needed renovations to Wyllie Hall and appeared in a video that became a key component in the renovation project becoming a reality.
- Possesses a wealth of institutional and industry knowledge; offers an honest, professional opinion and always willing to teach, train, and step in to help a colleague.
- Developed a regimen for training and onboarding new employees who have technical acumen but limited experience working in industrial steam plants; has hired and trained six new plant operators out of a staff of eight full-time employees.

In the words of a supervisor:

- “Dale is willing to work with any [facilities management] employee who asks him for help trouble shooting a problem. That kind of care, knowledge and ingenuity provides invaluable training for employees.”

In the words of colleagues:

- “It is widely held by peers, State, and UW System Administration and inspectors that the Heating and Chilling Plant at Parkside is the cleanest, safest, most reliable and most well-maintained Heating and Chilling Plant in the UW System. This is due to Dale’s leadership and attention to detail for the past 29 years.”
—*Debbie Ford, then-Chancellor, UW-Parkside*
- “Dale has aided my growth as a professional, and his knowledge and attention to detail has given me tremendous peace of mind in knowing that our campus is in good hands while he is operating the plant.”
—*John P. Bruch, Chief Facilities Officer, UW-Parkside*