The Cornerstone for Dedication to Developing Others goes to Erin Sill who continuously demonstrates her commitment to mentoring others and helping them become the best they can be.

Over the past year, a strategic goal of IPP has included better documentation of processes. The helpful resources developed by Erin represent not only a major step forward for IPP in achieving this goal but also her dedication to making sure that every person has the tools necessary to succeed in one’s job.

Inclusion and teamwork are the hallmarks of Erin’s efforts. This is not an easy task when there are often as many different ways of doing a given task as there are people. Often, those processes need to be created from scratch or, where they already exist, defined and accepted by people who have been using different processes. From one-on-one meetings to large group endeavors, Erin brought people together to achieve consensus on the best way to do things, at times changing set ways that had been in place for decades. The value Erin placed on inclusiveness required her to be uncommonly flexible in her own work. It was her commitment to inclusivity that led to the creation of processes which help us excel in the work we do.

Erin works with a large group of people that includes staff who are advanced facilities professionals as well as people for whom the facilities role is only a minor part of otherwise unrelated duties. There are advanced users of computer systems and staff who had previously never used a computer for work. Erin’s training and outreach efforts resulted in getting a level of buy-in, participation, and success from this varied group that few within IPP would have believed possible 10 or even 5 years ago.

The fact that MAXIMO, the computer system Erin helped put into place, is designed to be a “behind the scenes” system makes it easy to lose sight of how integral it has become to our individual performance and, more broadly, to the performance of maintenance at Cornell. Erin’s dedication to ensuring that every person feels comfortable with the system is the backbone of MAXIMO’s success, in addition to helping many of us do our job better.

Erin was nominated by Joe Remillard.