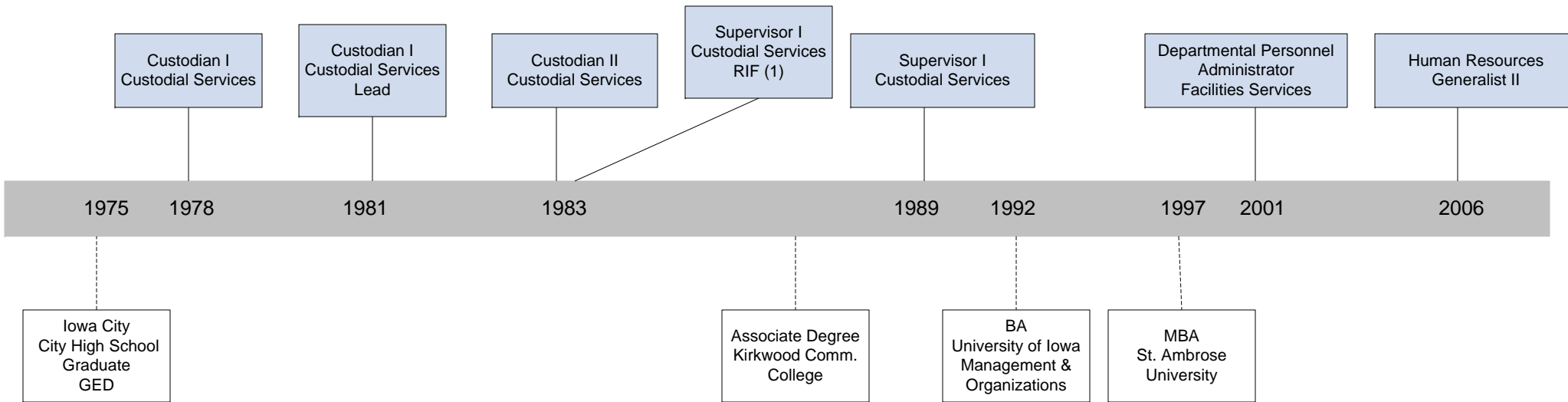


Dave Ambrisco

Departmental Personnel Administrator, Facility Services Hospital Administration



(1) Reduction in force – a more senior employee transferred into Dave's position; Dave was reassigned to a vacant Supervisor I position.

In Dave's own words:

I originally came to the University looking for steady employment and benefits. I had never been a particularly inspired student in high school and was working in a bowling alley. The special skill I learned there was operating a floor buffer. I knew that to advance in Environmental Services (Housekeeping) I needed a higher degree. So, working nights and taking a class or two at a time, I earned an Associate's Degree, with honors, in pre-Business at Kirkwood Community College. I continued at the University of Iowa, earning a BBA in Management and Organizations (HR). As I gained experience and continued my education, I applied for various managerial positions. I got some, not others, so I know about rejection. But each time I didn't get a position, I took a careful look at what I needed to do to make myself more marketable. Education and experience don't ensure advancement but you can be fairly sure that you won't be promoted without them. I eventually earned my MBA from St. Ambrose University while working nights fulltime and raising a family. I didn't get much sleep that year but my supervisor was very supportive and really facilitated my success, encouraging and inspiring me during that time. I took full advantage of the University tuition grants and scholarships available to staff.

There are plenty of opportunities to advance at the University, but it takes work on your part. Be honest and evaluate yourself realistically. Get input from colleagues. The employment process can appear burdensome. Qualifications for service positions can be very similar and many applicants come without specialized skills. Most people don't realize that custodial work has a career path that requires many technical skills to be learned and developed along the way. When you apply, be sure that you are qualified for the duties of each job. Present yourself positively at interviews. Once you land a position, take an active role in demonstrating your abilities and seek out those people who might be willing to mentor or help you. My experience in the field gives me credibility in my current administrative position. I can relate to the staff and they know that I understand their issues.

I may eventually to get back into the operational aspects of hospital management; at times I miss that. With the rapid and ongoing development here, there could be many opportunities for me. I will continue developing my skills and learning whatever I can.

2/24/2006