

# The Occupational Programs Bi-Weekly Wrap Up

UVA Facilities Management

08.18.2023

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**Don't forget:  
Reasons to Celebrate!**

NEW

## UVA HR BENEFITS COUNSELOR COMES TO FM

Do you have questions about retirement, education benefits, FMLA, and more?

There will be monthly drop-in sessions to answer your questions!

Aug. 24 | Sept. 28 | Oct. 26

12:30-3:00 PM, Skipwith Upper Level Rm. 110

Walk-ins Welcome.

## august SELF-CARE

@POSITIVELYPRESENT



Source: <https://www.instagram.com/p/CvaGPyOASgI/>

WELCOME (BACK) TO  
**UVA!**

UVA students return to Grounds this week! Be aware of increased traffic & pedestrians.

[See FM-OHS's Safety Tips for Drivers >>](#)

### Mark Your Calendar & Be Flu-Free in 2023!

Annual Flu Vaccine Clinic—November 10, 7 AM-2 PM

at Zehmer Hall Lounge. Walk-ins only.

Questions? Contact Employee Health: (434) 924-2013

**Let Us Know:** You can always email [FM-OHS@virginia.edu](mailto:FM-OHS@virginia.edu) if you have suggestions or story ideas. Now there's a new way to get in touch — **Let us know** by answering a few quick questions.

# APPRENTICESHIP

## Welcome, New Apprentices!



From left to right: Kham Hill, James Dodds, Max Held, Zach Knutson, Nathalie Morra, Greg Self, Ander Aguirre, Rob Edwards, Sam Funk



## Onboarding

Facilities Management apprentices go through two weeks of intensive onboarding so that they are prepared to begin work once they join their first rotations. In addition to team building and program expectations, apprentices received training in worksite safety and will complete their onboarding with an OSHA 10 Construction card. OSHA 10 training provides general awareness for entry-level construction workers and covers recognizing and preventing hazards on a construction site. These apprentices will be part of the Hybrid Program.



## OCCUPATIONAL TRAINING

### NEW EMPLOYEE ONBOARDING

UVA Facilities Management  
Occupational Training



### Joining FM as of August 15

(listed from left to right):

- Owen Leydig, C&RS Electrical
- Shawn Richards, C&RS Electrical
- Corey Putnam, Fire Systems Assistant Technician
- Jeremy Henderson, Fire Systems Assistant Technician
- Brian Harrison, Landscape & Grounds
- Stephanie Martinez, McCormick Zone Custodial
- Ashley Bright, North Grounds Custodial
- Austin Duprey, Fire Systems Assistant Technician
- Teri Strother, Sustainability Communications Associate Manager
- Dakotah Boff, Landscape & Grounds
- Andrew Gneiting, Recycling

### Professional Development Opportunity: Civility in the Workplace

This course will introduce you to the tools and techniques for developing civil behaviors and recognizing uncivil behaviors in the workplace. In this session, users will:

- Identify the different types of disruptive workplace behavior types and develop personal strategies for overcoming it
- Develop effective conflict resolution skills that can help bridge differing points of view
- Spot and eliminate potential bullying, mobbing, harassing, and violent incidents before they happen
- Create and implement organizational communication strategies that will help redefine the organizational culture into one of trust and teamwork

Two sessions are being offered:

- ★ September 19, 1:00-3:00 pm at Skipwith Hall, Upper Level Rm 112,
- ★ September 20, 9:00-11:00 am HSPP, "O" Conference Room

Register for this course via Workday: <https://at.virginia.edu/1NHbQW>

Questions? Email [FM-Training@virginia.edu](mailto:FM-Training@virginia.edu)

## OCCUPATIONAL TRAINING

### Workplace Training: Adapting to Technological Advances

As discussed in the [July 21 OP Wrap Up newsletter](#), workplace training is a vital tool for our employees at Facilities Management to stay competitive and excel in their trades and professions. With technological advancements, changing regulations, and evolving customer expectations continuous learning and upskilling are essential. Over the next few newsletters, we'll continue to look at some aspects of this as it relates to workplace training and highlight some benefits in empowering individuals and driving organizational success.

**This week, we look at Adapting to Technological Advances:** The integration of technology in the skilled trades industries has transformed traditional work processes, and Facilities Management is no exception. Workplace training plays a pivotal role in helping employees accept, become efficient with, and leverage these technological advancements. By providing training on new tools, software, and machinery, FM enables our workforce to maximize productivity, improve quality, and streamline operations. Embracing technology through training ensures that trade workers remain relevant in an increasingly digital world.



**Bobby Putrino, FM Occupational Health & Safety Trainer**  
[rg4ny@virginia.edu](mailto:rg4ny@virginia.edu)  
Ph: 434-906-7354

To schedule technology training for your team, email your needs or questions to

[FM-Training@virginia.edu](mailto:FM-Training@virginia.edu)

### Leadership Connection: Self-Awareness and the Modern Leader

Imagine that you understood how your daily interactions impacted others. Would you be more or less successful in your daily life? How would this knowledge impact your decision making? Understanding your strengths, weaknesses, and what you're working to improve has been defined as "self-awareness" and can have a powerful effect on your team and your career. Author John Mattone shares "Self-aware people are better at self-control. And depending on their mastery of this skill, they exhibit better situational awareness and a proactive attitude toward life in general."

**In writing for Korn Ferry, Author Evelyn Orr** shares the "Awareness of Self and Impact" is one of the 5 active mindsets for leaders in preparing for current and future challenges. Further, Orr states that self-awareness includes understanding your strengths, weaknesses, and opportunities, but goes further:

- Awareness of Self and Impact involves acknowledging that **your self-perception may not align with how others perceive you.**
- **It involves filtering the feedback** you receive to decide what is worth acting on.
- This mindset requires you to **reflect on how your words and behaviors impact others and adapt accordingly.**

Understanding your footprint and its impact can certainly have an effect on others and can help in decision-making and determining the effect of those decisions. While hard decisions will always have to be made, if you are aware of the potential impact on others and prepare them, it will help to ease the blow.

#### Read More:

- **Mindful leadership: the importance of self-awareness | Korn Ferry:** <https://at.virginia.edu/eix1Z8>
- **10 Benefits of Self-Awareness for Leadership Development | John Mattone Global, Inc:** <https://at.virginia.edu/B4XuCA>

#### Additional Learning:

- **Developing Self-Awareness | Workday Learning:** <https://at.virginia.edu/RfDUNw>
- **Strategies to Improve Self-Awareness | Workday Learning:** <https://at.virginia.edu/JKi05D>
- **Increasing Confidence by Increasing Self-Awareness | Workday Learning:** <https://at.virginia.edu/p3jPBq>

By **Mark Orr**, FM Occupational Training and Development Specialist Senior | [pne4yf@virginia.edu](mailto:pne4yf@virginia.edu) | Ph: 434-962-1020

# DIVERSITY, EQUITY & INCLUSION

## Getting Food at UVA

### ACCESS FOOD PANTRIES ON GROUNDS

For more information on hours of operation and additional resources visit: [oos.virginia.edu/food-security](https://oos.virginia.edu/food-security) or [food.virginia.edu/resources](https://food.virginia.edu/resources)

**EDUCATION SCHOOL PANTRY**  
This pantry is located in the Education school in Richey Hall in the lower cabinets of the kitchen on the 3rd floor lounge. Currently, this pantry only provides hygiene products.

**UVA COMMUNITY FOOD PANTRY AT NEWCOMB HALL**  
A student-run initiative, the UVA Community Food Pantry is located in Room 142 of the Student Activities Center (SAC) on the first floor of Newcomb Hall. The pantry is open to all students and staff and operates during SAC hours.

**MAXINE PLUTZER LYNN WOMEN'S CENTER PANTRY**  
Located in the Women's Center across from The Corner, this food pantry provides grab-n-go bags with non-perishable items as well as hygiene items. The pantry is open to all UVA students, faculty, and staff and can be found on the main floor of the center through the second door on the right in the central hallway.

**ENGINEERING SCHOOL PANTRY**  
This pantry is located in the Engineering school on the first floor of Thornton Hall A-Wing in room A121. The pantry offers non-perishable food items as well as hygiene products.

**MCINTIRE SCHOOL PANTRY**  
Located in the McIntire School of Commerce building on the South Lawn, this pantry can be found near the graduate student mailboxes on the first floor of Robertson Hall. The pantry offers non-perishable items.

**NURSING SCHOOL PANTRY**  
Currently located in the lobby of the Claude Moore nursing building for easy access, this pantry provides non-perishable items as well as requested hygiene products.

## Newcomb Pantry is Open 9am-5pm during the summer!

→ If you or someone you know is seeking additional food help, like groceries or extra items, please reach out to [FM-DEI@virginia.edu](mailto:FM-DEI@virginia.edu) or [contact UVA FEAP.](#)

More information: <https://food.virginia.edu/food-security>

# FM Employee Appreciation Event Is Coming!

→ Tuesday, October 11th

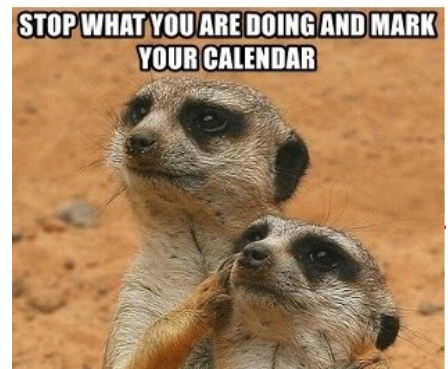
→ 11am—2pm

→ ROTC Lawn

→ Vehicle Show:

Want to show off your motorcycle, vehicle, or bicycle at this year's event?

→ Fill out this form and we'll be in touch with details: [https://virginia.az1.qualtrics.com/jfe/form/SV\\_eKBa3tqmMSIj17E](https://virginia.az1.qualtrics.com/jfe/form/SV_eKBa3tqmMSIj17E)



Questions or comments about DEI updates? Email [FM-DEI@virginia.edu](mailto:FM-DEI@virginia.edu)

## OCCUPATIONAL HEALTH AND SAFETY

### Did You Know? Pedestrian Safety Tips for Drivers

Move in week is here, and so are all the student pedestrians! Use these tips to keep you and others safe while driving around grounds:

- Be aware of your surroundings.
- Do not use your cell phone while driving.
- Use extra caution when driving in hard-to-see conditions, such as nighttime or bad weather.
- Slow down and be prepared to stop when turning or otherwise entering a crosswalk.
- Never pass vehicles stopped at a crosswalk. There may be people crossing where you can't see.
- Follow the speed limit, especially around people on the street, in school zones and in or near neighborhoods.
- Use a spotter when backing up.

Reach out to the OHS team at [FM-OHS@virginia.edu](mailto:FM-OHS@virginia.edu) if you have questions.



### Tools for Your Toolbox: Grief Brain

Most of us are familiar with the stages of grief, but are you aware of the many ways grief can affect us mentally? *Recognizing when your brain has become too overwhelmed with the feelings and symptoms of grief is an important step towards healing.*

Here are some common displays of Grief Brain:

- ◆ Decreased concentration, trouble focusing.
- ◆ Confusion, decreased organization.
- ◆ Forgetfulness.
- ◆ Memory impairment.
- ◆ Trouble with word recollection.
- ◆ Slowed response time.
- ◆ Difficulty learning new skills.
- ◆ Trouble with decision making.

Contact UVA FEAP for resources on dealing with grief:

<https://uvafeap.com/> | Ph: 434.243.2643 | [feap@uvahealth.org](mailto:feap@uvahealth.org)



Melancholy by Albert György in Geneva, Switzerland.

# OCCUPATIONAL PROGRAMS



## View & Apply for UVA FM Jobs

**Current UVA Employees** Search for and apply to jobs using your existing [Workday account](#):

See UVA HR's **How to Apply: for Internal Candidates:** <https://at.virginia.edu/jgLuzS>

**External Applicants** (not currently employed by UVA) will be prompted to create a profile in Workday when applying: <https://uva.wd1.myworkdayjobs.com/UVAJobs>

*Not all listings are available to external applicants.*

Questions on job listings should be directed to [AskHR@virginia.edu](mailto:AskHR@virginia.edu)

## **FM JOB LISTINGS\***

- R0050282 Fire Safety Inspector
- R0045925 Custodial Services Supervisor, Evening Shift (Sign-On Bonus!)
- R0051420 Project & Construction Management Supervisory Team Leader
- R0046919 Geospatial Space Technician
- R0044588 Metering Technician
- R0046590 Utility Locator/Damage Prevention Technician
- R0051231 Custodial Services Supervisor
- R0044377 Senior Electrician
- R0051133 Electrician
- R0048526 Senior Pipefitter/Steamfitter
- R0046336 HVAC Mechanic
- R0046146 Licensed Tradespeople (HVAC, Electrical or Plumbing), Weeknight/Weekend Day Shift
- R0044371 Electrician
- R0048983 Plumber
- R0044445 Senior Welder for Utility Systems
- R0044441 Senior Pipefitter/Steamfitter
- R0048313 Senior HVAC Mechanic, Night Shift, 3:00pm - 11:30pm
- R0047417 Mason - CC&R
- R0036157 Historic Mason - CC&R
- R0041953 Drywall/Plasterer
- R0042657 Carpenter - Construction & Renovation Services
- R0051116 Recycling Worker
- R0042542 Controls Engineering Technician/ Senior Controls Engineering Technician
- R0050108 HVAC Mechanic or Senior Mechanic
- R0046368 HVAC Mechanic or HVAC Senior Assistant
- R0049672 Fire Suppression Systems Technician
- R0051031 Geospatial Space Analyst
- R0050710 Environmental Remediation Technician/Asbestos Worker
- R0050631 HVAC Supervisor
- R0049262 Pipefitter/Steamfitter
- R0047282 Construction Project Manager
- R0050407 Utilities Supervisor
- R0050345 Custodial Services Worker - Multiple shifts available!
- R0049244 Welder
- R0050036 Custodial Services Worker - Evening Shift
- R0049950 Plumber Senior Assistant
- R0050106 Senior Trades Utility Worker
- R0049741 Sign Shop Worker
- R0049343 Associate Director of Automation Services
- R0049400 Associate IT Systems Administrator
- R0049517 Heat Plant Maintenance Manager
- R0048679 BAS Controls Assistant
- R0048892 IT Help Desk Specialist (Wage)
- R0048532 Instrumentation & Controls Technician
- R0047982 Student Assistant, Geospatial Engineering Services (Student Wage)
- R0041976 Computer Help Desk Tech (Student Wage)

\* As of 8/15/2023



# let's celebrate!

*Reasons to celebrate are all around us!*

Here are some upcoming holidays this week, both fun and serious. Click on each to learn more.

**August 18: Never Give Up Day**

**August 19: International Geocaching  
Day**

**August 20: World Water Week**

**August 21: National Spumoni Day**

**August 22: National Bao Day**

**August 23: Ride The Wind Day**

**August 24: Pluto Demoted Day**

**August 25: Banana Split Day**