

on GROUNDS

November 2017

Bicentennial Launch

FM assists kick-off of UVA's 200 years

Multiple Facilities Management workgroups supported the preparations for the Bicentennial Celebration Launch Weekend in early October, a historic event featuring performances by more than 800 UVA students and faculty and attended by approximately 20,000.

The event setup was significantly more complex than other annual University events, such as Final Exercises, due to the large number of performances and the need to control the flow of traffic and students around the setup area while classes were in session, according to Central Grounds Zone Manager Ryan Taylor who coordinated FM's involvement with the event.

"The bicentennial kick-off on October 6 was by far the most complex, demanding and successful public celebrations ever held on the Lawn," according to Associate Director of Maintenance Mike Merriam, adding that the event's production team commended Facilities Management for stepping up to every challenge and consistently delivering successful results.

During the weeks before the event, the General Services team roped and fenced off areas to help ensure pedestrians avoided areas for equipment unloading and setup. FM staff set up about 6,000 chairs on the Lawn and assisted contractors with setup of a 60-by-48 foot stage and two 28-by-40 foot wings — the largest stage the group has ever set up. Throughout the weekend, staff worked with security personnel



Photos by Sanjay Suchak (top) and Jennifer Watson (bottom left)

The University's Bicentennial Celebration Launch Weekend in early October featured a large stage on the Lawn and special technology which projected 3-D images onto the Rotunda (top). FM teams assisted with the setup for the event by setting up 6,000 chairs on the Lawn (bottom left) and roping off areas to ensure safe unloading of equipment (bottom right).

and production crews and assisted with the breakdown and cleanup. In addition, the Office for Sustainability helped ensure the celebration was a zero waste event through guidance regarding the use of compostable and recyclable materials and assistance to guests regarding proper disposal and sorting.

— [UVA Today](#)

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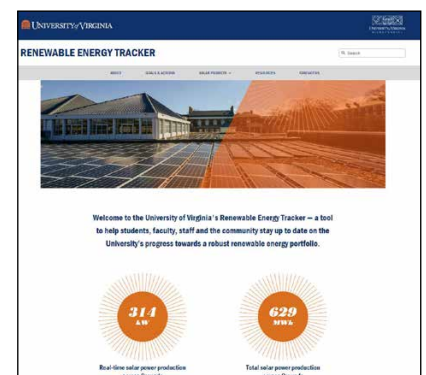
- Apprenticeship Week, FM BBQ & Day of Caring
- Save the Dates

Track UVA's solar energy production

Facilities Management has launched an online tool that uses real-time data to help students, faculty, staff and the community stay up to date on the University's progress towards a robust renewable energy portfolio. About 1,700 solar panels were installed on Grounds this past year, including rooftop systems on the UVA Bookstore, Clemons Library, Ruffner Hall, Alderman Substation and Skipwith Hall.

The [Renewable Energy Tracker website](#) highlights the current energy production on all of these panels, which totals more than 600,000 kilowatt hours of solar energy production to date, enough to power approximately 60 homes for a year.

See TRACKER on page 3



The new Renewable Energy Tracker website displays real-time solar energy production at the University.

HSPP staff assists with rally emergency support

Health System Physical Plant crews assisted the UVA Hospital Emergency Management team with its response to the August 12 rally in downtown Charlottesville. Employees from HSPP Zone 1 and Renovations assisted with traffic, security and provided transportation for the many patients who came through the hospital that weekend.

During the early morning of August 12, crews set up decontamination tent operations as well as barricades and signs as a precaution around the hospital. Later that morning, HSPP teams were activated by the logistics group, which consisted of HSPP Deputy Director Derek Wilson and Facilities Planning & Capital Development Administrator Kevin Fox. Staff members handled everything from blocking off roadways around the hospital to assisting the trauma medical teams with converting the hospital lobby into a triage area for incoming injured patients.

On Sunday, August 13, Gov. Terry McAuliffe and his staff visited the Hospital's Command Center and personally thanked everyone for their hard work in preparing and assisting the injured patients from the rally. HSPP staff worked long hours not knowing what would later become national news for days and months ahead. Through preplanning and teamwork with the Medical staff and Emergency Management team, the hospital's response demonstrated that the Medical Center and HSPP staff members are devoted to supporting the community and making a difference in everyone's lives.



Contributed photos

Gov. Terry McAuliffe thanked UVA staff (top) for their assistance with the Hospital's response to the August 12 rally. HSPP Zone 1 and Renovations staff pictured with the Governor, center, included, from left, George Stinnie, Todd Stroupe, Ray Hamm, Otis Hackett, Mike Rose and UVA Executive Vice President for Health Affairs Rick Shannon.

Additional HSPP staff who assisted with the response included Kelly Branch, Robert Bishop, Scott Acree, Craig Fisher, Jason Viar, Chris Ferrifino, Andy Lam, Dean Rimmer, Jordan Rogers, Tyrone Ingram, Jovan Jokic and Todd Gibson. Hospital and HSPP staff helped set up a triage area for incoming patients in the lobby (center and bottom photos), including stretchers placed at the front entrance.



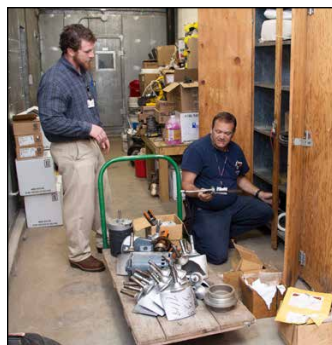
Maintenance zones improve materials management

FM's Maintenance Zones are continuing to make progress toward eliminating waste and increasing efficiency by applying Lean Management principles to their materials management.

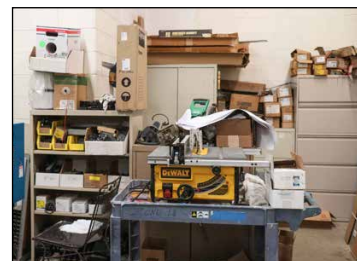
The zones are currently going through the steps of the Lean 5S tool: Sort, Set in Order, Shine, Standardize and Sustain. The goal of 5S is to eliminate the waste that hinders staff from optimally getting work done. The zones initial areas of focus were specific storage areas identified as priorities. The North Grounds, Central Grounds and McCormick zones recently started the process this fall, while the Newcomb and West Grounds zones started the process earlier this year.

The initial step involves removing unnecessary materials and equipment that is either obsolete or unneeded. Staff members looked through cabinets and identified items that can be surplussed, recycled or disposed, freeing up space to be used more efficiently. North Grounds Zone Manager Gary Wood's team was recently able to remove 18 pick-up truckloads of material.

Planned improvements include better organization of materials as well as ensuring items are stored safely, including the proper distance from electrical panels. A materials specialist will select new shelving and cabinets that work best for the space and the items they hold. Materials will be clearly labeled and organized based on job type, such as all materials needed for a burst pipe stored in one place.



North Grounds Zone Maintenance Coordinator Michael Jessee and HVAC Sr. Mechanic Bernard Carroll (top left) sort through old materials, including obsolete fan blades, during a Lean 5S session. The zone's storage area is pictured before the session (top right) and after the sorting and organization of materials (bottom right).



Earlier this year, all of the zones added a maintenance coordinator position to focus on improving workflow through planning and scheduling work and assisting with purchasing and process improvement. These coordinators have been assisting with the 5S process and will continue to implement Lean Management principles in each zone.

New and improved UVA Remembrance Garden

UVA recently unveiled the newly-renovated University Remembrance Garden, which is located between Newcomb Hall, Clemons Library and the Special Collections Library. The garden serves as a physical space for the UVA community to commemorate and grieve the lives of lost friends, family members and peers.

“While we never want to lose a member of our community, we hope this will be a place for the entire University community — one not only for remembrance but also for thought, reflection, and expression,” said Director of Project Services Mark Stanis at the garden’s ribbon cutting event.

The project to upgrade this space — which has been in the works for over 10 years — was completed over this summer with the help of multiple Facilities Management work groups and outside contractors Faulconer Construction and Fine Concrete. Project Services’ construction management team oversaw the project, which included new pavers installed by Project Services masons, additional landscaping by Landscape staff and lighting installed by Utilities.

The garden’s main feature is a concrete curved “remembrance wall” for written messages in chalk and matching bench seating. Numerous UVA staff and students contributed to the design and planning of the memorial space over the years, including Office of the Architect Sr. Landscape Architect Helen Wilson and alum Daniel McGovern, who is now employed at Fine Concrete. [Learn more about the University Remembrance Garden.](#)

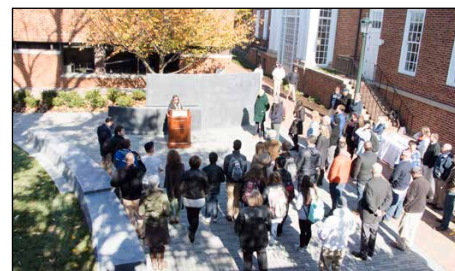


Photo by Dan Addison (bottom right)

The new and improved University Remembrance Garden was unveiled in early November at a ribbon cutting event which featured speakers Director of Project Services Mark Stanis (top left), Office of the Architect Sr. Landscape Architect Helen Wilson (top right) and alum Daniel McGovern, who were all involved with the project’s design and planning. The garden features new pavers (bottom left) and a concrete wall for written messages in chalk. Budget Analyst Berhan Aljiji (bottom right) writes a message of memorial on the wall during the event.

Artist crafts replacement light fixture

A complex repair to a light fixture on the portico of the Old Medical School Building — located at the intersection of Hospital Drive and University Avenue — required the assistance of a Charlottesville glass artist.

Facilities Planning & Construction’s Historic Preservation Team prompted the effort to address the fixture, which contains a circular formation of light bulbs that had been left uncovered for years. The glass covering was removed after it cracked due to excess heat from high wattage bulbs. Central Grounds Zone Maintenance Supervisor Dave Roberts managed the project, which started with Central Grounds Electricians Johnny Gooch and Jeff Shifflett replacing all of the bulb sockets and installing new and upgraded wires. New LED bulbs are now used due to longer product life and cooler temperatures, which will prevent damage to the fixture and reduce the frequency of replacement.

The team hired local glass artist Vee Osvalds to recreate the fixture based off one located just inside the building’s entrance. The artist created a fiberglass mold and shipped it to a glass shaper/bender in the Midwest, who created the final product. Vee Osvalds then worked with local metalworker Charles Adams to create the metal framework and perform the installation.



Contributed photos (bottom row)

Local artist Vee Osvalds installed the newly-created replacement light fixture (top left) on the ceiling of the Old Medical School portico (top right). Osvalds created molds (bottom row) based on a similar fixture inside the building to assist with the creation of the replacement.

TRACKER

(Cont’d from p. 1)

FM teams — including the Office for Sustainability, Power & Light, Metering & Billing and Technology & Innovation — worked together to create this online tool to raise awareness of the University’s investment in solar energy production, the environmental savings resulting from these initiatives and to support learning opportunities for students, faculty and staff.

Meters installed on the rooftop solar panels and within the corresponding buildings track the production of solar power as well as the electric demand fed from the panels. While some of the panels and the energy they produce are owned by UVA, others are leased to Dominion Virginia Power and the energy they produce goes to the grid, not to UVA buildings directly.

Additional planned solar projects will be added to the site as they are completed, and further information about UVA’s renewable energy production will be posted on the [Renewable Energy Tracker website](#) in the near future.



The **Cornerstones** section features a selection of content about three of Facilities Management's four core initiatives of safety, sustainability, diversity & respect and training & development.

TRAINING & DEVELOPMENT

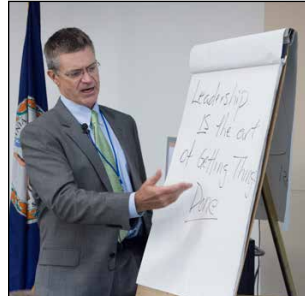
Leadership Forum empowers FM staff

Facilities Management continues to move toward excellence in our core initiatives: safety, sustainability, diversity & respect and a new core initiative introduced in September 2017, training & development.

FM recently hosted the 2017 Leadership Forum for the department's approximately 200 supervisors. The annual training event's goal was to "EMPOWER" FM, an acronym for the following: engage, motivate, praise, optimize, work together, educate and respect.

The event's keynote speaker, Dean of the Frank Batten School of Leadership and Public Policy Allan Stam, spoke to the group about his views of leadership, which he described as, "the art of getting things done." Stam discussed the elements of an effective leader which include proper judgment and consensus-based decision making.

Smaller group sessions led by Center for Leadership Excellence staff and consultants explored mentoring, coaching



Leadership Forum keynote speaker, Dean of the Frank Batten School of Leadership and Public Policy Allan Stam (left), spoke to a group of 200 FM supervisors about his views of leadership, which he described as, "the art of getting things done."



and feedback, the Apprenticeship program and different types of leaders.

The Occupational Programs Training & Development team will launch a new "EMPOWER" training series starting in 2018. These training sessions will continue the discussions on topics introduced at the Leadership Forum.

SUSTAINABILITY

UVA top performer in AASHE annual index

The University of Virginia has been recognized as a top performer in the 2017 Sustainable Campus Index, ranking third in the nation for Diversity & Affordability.

The 2017 Sustainable Campus Index, a publication of the Association for the Advancement of Sustainability in Higher Education (AASHE), highlights top-performing colleges and universities overall and in 17 impact areas, as measured by the Sustainability Tracking, Assessment & Rating System (STARS).



Unplug electronics over holidays

When electronics and appliances are turned off, most are still using some electricity, known as vampire energy. Many electronics are designed to stay in a standby mode that continues to consume electricity, even when it looks like it's off. Here are three easy ways to save money and energy:

- Unplug electronics and chargers when not in use.
- Plug your appliances into power strips. Power strips let you toggle the power flow, making it convenient to turn multiple devices on and off.
- Power down computers when not in use.



RESPECT

How to deal with disrespectful behavior

UVA is committed to promoting a respectful environment regardless of employee roles, levels of responsibility or the nature or extent of each individual's contributions. Facilities Management further emphasizes this commitment by making diversity & respect a core initiative. If you feel that you are being subjected to disrespectful behavior, visit the [Respectful Workplace website](#) for a full list of resources. See below for a brief list of steps to take:

- **Do not ignore it:** many people ignore disrespectful behavior for fear of being labeled a troublemaker, but it is unlikely that the conduct will stop if you ignore it.
- **Insist that the person stop:** in some circumstances, you might be able to ask the perpetrator to stop either in person or in writing. You may also take along a co-worker, friend, HR professional or the University Ombuds with you if you wish.
- **Get support and try to resolve the problem informally:** talk about the problem with your supervisor, department management, HR professional, Faculty and Employee Assistance Program consultant or the University Ombuds.
- **Collect evidence of the behavior:** keep a note of all relevant incidents, including dates, times and places.
- **Make a formal complaint:** if you cannot resolve the problem by asking the person to stop or reporting it to a supervisor, then you should make a formal complaint for investigation. You may use the online [Respect@UVA Complaint System](#) or contact HR in person.



RETIREMENTS



Michael Bailey Photography

Lynn Rush of Facilities Planning & Construction retired August 18 after more than 36 years. Lynn served as project manager for the Academic division, overseeing numerous building renovations and improvements over the years, including projects at Ruffner Hall, Scott Stadium, Peabody Hall, the School of Law and more. Lynn regularly volunteered during FM's annual trip to Camp Holiday Trails during the Day of Caring. She was a certified landscape architect and served on the City of Charlottesville's Tree Commission.

Sally Fields of Project Services retired September 15 after 18 years at UVA. Sally served as a production engineer, touching an estimated 700 projects in some capacity during her time at the University, according to her supervisor. Most recently, she served as a project manager on the Campbell Hall studio renewal, the FM Shops renovation as well as lighting projects in Olsson Hall and Physics. Sally has traveled to every continent on the planet and plans to spend her retirement traveling to additional destinations.



Photo by Keith Woodson

Elaine Gall of the Office of the University Building Official retired in August 24 after more than 11 years at the University. Elaine first joined UVA as senior fire protection engineer and was appointed as university building official in 2009. Elaine's role involved the administration of OUBO, including the code compliance program for all construction projects at UVA, including the College at Wise, Blandy Farm and UVA's various other properties throughout the state. She was also engaged in inspections, providing technical guidance to staff and clients. Throughout her career, Elaine was actively involved in code development on both the state and national levels.

Best Wishes to FM Retirees

Joseph Banawoe

Custodial Services Worker 2
Custodial Services
October 2003-October 2017

Alan Jarvis

Plumber Steamfitter
Utilities
August 2001-January 2018



NEW HIRES, TRANSFERS & PROMOTIONS

Joselyne Irabibona, Jean Kalenga, Faustina Kpodo, Mulamba Lukole & Katarina Radovic, Custodial Services Workers, Custodial Services

John Tindall & Kerry Underwood, Custodial Services Workers, Housing Custodial

Maria Gleason, Custodial Services Worker, North Grounds Custodial

Scott Guynes & John Marshall, Sr. Construction Admin. Managers, FP&C Health System

Jon Tolbert, Electrician Sr., HSPP Renovations

Scott Marsh, Plumber, HSPP Renovations

Duane Dabney, Benjamin Murray & Cory Woodward, Plumber Steamfitters Sr., HSPP Zone 1

Randall Kringle, Trades Utility Worker, HSPP Zone 1

Randall Davis & Aston McMurdo, Master Maintenance Technicians, HSPP Zone 1

Vincent Agee, Carpenter Sr., HSPP Zone 2

Goran Ivanic, Trades Utility Sr. Worker, HSPP Zone 2

Joshua Grove, HVAC Mechanic, HSPP Zone 4

Lorenzo Brown & Thomas Wilson, Landscape & Grounds Workers, Landscape

Aaron Davis, Plumber, Newcomb Zone Maintenance

Eddie Morris, Elevator Program Manager, Elevators

Ben Hays, University Building Official, Office of the University Building Official

James Plakal, Facilities Services Coordinator, Programs & Informatics

Jaqueline Mihok, Facilities Informatics Analyst, Programs & Informatics

Cory Hoffman & Ashley Scruggs, Facilities Services Representatives, Programs & Informatics

John Jordan, Fleet Services Coordinator, Programs & Informatics

Sheila Jones, Logistics Supervisor, Programs & Informatics

Allen Sipple, Carpenter Assistant, Project Services

Bonnie Barnett & Harold Lam, Carpenters, Project Services

Matthew Ball, Mark Todd & Tracy Sandau, Construction Project Managers, Project Services

Jason Gentry, Electrician Assistant, Project Services

Scott Morris, Electrician, Project Services

James Morris & Matt Proffitt, Masons, Project Services

Deborah Arrington & John Bowling, Recycling Workers, Recycling

Samantha Campbell, Communications Generalist, Sustainability

Lela Garner, Sustainability Assistant, Sustainability

Tracy Saul, Systems Control Center Operator, Systems Control

Jason Moore, Information Technology Analyst, Technology & Innovation

Jeremy Katras, Web Developer, Technology & Innovation

Lloyd Combs, Utility Systems Welder Sr., Utilities

Jeremy Wood, HVAC Mechanic Senior, Chiller Plants



COMPLIMENTS FROM CUSTOMERS

To **Warren Wood, Laura Duckworth** and **Facilities Management staff**: I would like to thank everyone who participated in the Hurricane Relief efforts. Also a special thanks to Warren Wood, AKA Hubba, and the moving crew who picked up and helped sort items into boxes. And last but not least, a thank you to Laura Duckworth for the donation of the bags. —*Jessie McGann, Procurement & Supplier Diversity Services*



Warren Wood and Jessie McGann load boxes of donations for hurricane relief.

To **Wayne Mays, Kevin Key, Reggie McGhee, Hattie Agee, Phillip Cabell, Bucky Crickenberger, Jesse Johnson, Raymond Jackson, Sandy Morris, Kennedy West and Dwayne Wood**: On behalf of the staff and membership at the Senior Center, I would like to thank you for your support of the United Way Day of Caring. Our excellent group of volunteers from UVA Facilities Management continues to do our Transparent Window project here at the Senior Center, and we truly appreciate the volunteer efforts. Although the Senior Center is a volunteer-driven organization, there are some volunteer projects our seniors are not physically able to do and washing windows and second story windows is one of those projects. This team did a magnificent job cleaning our windows. They not only did a first-rate job with the volunteer project, they did it with smiles, team-work and enthusiasm. We always enjoy having them on-site. —*Kimberly K. Haynes, Charlottesville Senior Center*



Photo by Keith Woodson
FM employees pose for a photo after volunteering at the Senior Center during the Day of Caring.

To **Ed de Bary, Jason Falls and McCormick Zone Maintenance Team**: I wanted to let you all know how happy I am with my new office in Gilmer. It turned out very nice and I am excited to be able to start using it. Thank you all for your parts in making this happen and making my transition that much easier. Please tell everyone involved they did a great job. —*Tom Martin, Arts and Sciences Computing Services*

To **Dora Gholson**: We recently had the pleasure of having our office carpets cleaned with a perfect end result — our place looks like new! Dora came forward to suggest the action, we agreed a date, she got approval from her supervisor — all done in a businesslike fashion — we were very impressed! We are so appreciative for the way we are being taken care of. Dora, along with her colleagues, takes pride in her profession and is a worthy representative of your department. —*Horst Wallrabe & Andres Norambuena, Dept. of Biology*

To **Corey Tyler & Anita Johnson**: South Lawn customers expressed their appreciation for Housekeeping Worker Corey Tyler and Housekeeping Lead Worker Anita Johnson with the pictured screen display in the building's main hallway. —*South Lawn customers*



To **Reggie McGhee & Monroe Hall Custodial Services staff**: I just wanted to let you know I am completely satisfied with our housekeeping staff here in Monroe Hall. Reggie is terrific! He is always pleasant and smiling and it's nice to hear his "good morning." I personally see the housekeepers working all the time, they are very nice and say hello but they are always busy. This is a large building with offices, classrooms and bathrooms. I can only imagine what a thankless job the housekeepers have and I just felt I should say how happy I am and hope this can be relayed. —*Joe Earhart, Dept. of Economics*



PERFORMANCE MANAGEMENT

Employees must complete their [online Lead@UVA self-assessments](#) by **December 17, 2017** regarding their work performance between January 1-December 31, 2017.

The annual evaluation begins with Step 5 (employee's self-evaluation), any 2017 evaluations that are still in Steps 1-4 should be addressed promptly, completing those steps and sending the form forward.

Supervisors will then write evaluations for their employees between **December 18, 2017-January 21, 2018**.

During the 2017 annual evaluation meeting following calibration in early February, supervisors should assist staff in developing three goals, three competencies and one development activity for their 2018 performance plan. Enter these items into Lead@UVA between **February 9-March 2, 2018**.

If you have difficulty logging into Lead@UVA and need assistance with your NetBadge User ID or password, please contact the FM Help Desk at 982-5579. For other questions or assistance, please contact either Sarah McComb at 243-1978 or Adettra Thomas at 243-0573.

EDUCATIONAL & PROFESSIONAL ACCOMPLISHMENTS

Career Path Advancement

FM offers Career Path programs in Housekeeping, Recycling and Landscape, which includes four stages outlining information on the work skills, competencies, knowledge and experience needed for professional growth and advancement in that field. At the completion of each stage, an employee advances within their position without competing for a vacancy. The following two custodial services workers were recently recognized for completing the Housekeeping Career Path.

Debra Hamm of Custodial Services has worked at FM for close to seven years, serving the basement and third floor of Gilmer Hall. Her favorite part of her job is being around the students. "I'm kind of like their mama, they're all so sweet to



Housekeeping Career Path Graduates, from left, Debra Hamm and Barbara Price.



me and they respect me," she said.

Barbara Price of North Grounds Custodial has worked in the Judge Advocate General (JAG) School for the past 15 years. Barbara's favorite part of her job is the JAG School customers. "They are special people, and they make me feel so good and I make them feel so good and I love that," she said.

Across all Career Paths, the fall assessment period acknowledges 19 individuals who advanced to the next stage. Congratulations to:

- **Recycling:** Barry Nowell & Terence Ragland
- **Landscape:** Darrell Brookins & Edward Noland
- **Housekeeping:** Kitanga Buluma, Zongwe Buluma, Divin Bwiseze, Phillip Cabell, Jamie Carter, Brian Hill, Kalenga Kilumba, Mayonda La, Justin Luke, Theodore Peters, James Swann, Dawa Tamang & Boaker Vay

Maintenance staff earn APPA CEFP credential

Three FM Maintenance employees recently passed the APPA Certified Educational Facilities Professional exam, including Newcomb Zone Manager Jamie Joyner, McCormick Zone Manager Randy Campbell and Newcomb Zone HVAC Supervisor Shawn Ragland.

The APPA CEFP represents the highest standards of performance and understanding in educational facilities management. It is the only facilities credential that focuses on professional development, while encompassing the multi-disciplinary range of the industry's principles and practices.

Tanya Moore passes VCA exam

Housekeeping Zone Manager Tanya Moore successfully passed the Virginia Contracting Associate Certification Program.

The VCA certification program is the first tier of the Virginia Institute of Procurement Career path for public procurement professionals. The VCA program offers a comprehensive purchasing course for individuals whose jobs consist of 10 percent or more of purchasing related activities.

NOTED WITH REGRET

Luther Dunnivan, who previously worked at Facilities Management, died August 10. Luther, who worked as a trades utility senior worker with Housing Facilities, retired in December 2016 after 17 years.

Harry (Trip) Marshall, who was an air distribution systems technician with Health System Physical Plant, died September 2. Trip had been employed with FM for the past 25 years.

Clyde Mason Thacker, who previously worked at FM, died September 9.

Gary Shifflett, who previously worked at FM, died November 6. Gary, who worked as lead carpenter in West Grounds Zone Maintenance, retired in August 2015 after 36 years.

Ed Marks, who previously worked at FM, died November 19. Ed worked as a carpenter and retired in 2001 with 25 years of service.

FM staff attend Women Build Nations

A group of FM employees recently attended the 2017 Women Build Nations conference in Chicago, the nation's largest gathering of women who work in the trades. This year's event — which was open to women of all ages and all skill levels who work, or aspire to work, in the construction trades — was said to be the largest meeting of women in the trades to date with over 1,600 women present, according to event speakers.

FM staff who attended — which included Carpenter Apprentice Anne Tufts, Plumber Kristina Williams, Project Coordinator Caitlin Murtaugh, Electrician Apprentice Chelsea Short and Apprentice Program Manager Elizabeth Campbell — said the event provided a unique opportunity to learn from and connect with tradeswomen from around the country and the world. Women Build Nations offered workshops facilitated by tradeswomen and featuring apprenticeship coordinators, contractors and elected officials.



Contributed photo
A group of FM staff attended the 2017 Women Build Nations conference.

NATIONAL APPRENTICESHIP WEEK



Photos by Keith Woodson (bottom row)

More than 100 current and graduated members of the UVA Apprenticeship Program and staff involved with the program (top left) gathered for a lunch in honor of National Apprenticeship Week November 13-19. Staff members took turns sharing their stories with the group, including second year Electrician Apprentice Peter Chege (top center) who grew up in Kenya in a village without electricity; representatives from the program's earliest classes were in attendance, including Project Services Electrician Lead Michael Flowers (bottom left) who graduated in 1986 as part of the program's first class and McCormick Zone Plumber Steamfitter Donnie Hackney (bottom right) who graduated in 1987. More than 170 have graduated from the program since its start in 1982, and more than 60 percent are still employed at UVA.



FM ANNUAL BBQ



Staff enjoying the annual FM Fall BBQ on October 19 included, top row from left, HSPP Zone 4 Electrician Sr. Bernard Curry, HSPP Zone 2 Plumber Steamfitter Brian Curry, HSPP Zone 4 Trades Utility Sr. Worker Keith Tyler, Electrician Apprentice Dionte Sims and Project Services Electricians Anthony Bell and Paul Norford; AVP/CFO Don Sundgren congratulating the winners of the Commonwealth of Virginia Campaign cornhole tournament Project Services Mason Dennis Flint and his friend Robert Pierce; and bottom right, Custodial Services Worker Faustina Kpodo and Sustainability Outreach & Engagement Coordinator Dana Schroeder disposing of compostable materials in the proper bins.



DAY OF CARING



FM employees once again participated in the United Way Day of Caring, sending more than 120 employees to serve at Camp Holiday Trails and three smaller groups to the Senior Center, the Lane Babe Ruth Field and the Ronald McDonald House. Volunteers included, top row from left, Project Services Carpenters David Simpson and Kenny Gilbert installing

a new door in the camp's dining hall; Heat Plant Boiler Operator DeUahn Wells painting the interior of the camp's medical building; Project Services Mason James Pace installing a brick walkway at the Ronald McDonald House; and bottom left, Housekeeping Worker 2 Charlotte Kidd, Housekeeping Zone Manager Tanya Moore, Custodial Services Worker Marip Bernard and Housekeeping Supervisor Suada Herceg taking a break before cleaning cabins at the camp.



UNIVERSITY
of VIRGINIA

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SAVE THE DATES

Dec. 1: Toy Lift donation deadline at 12 p.m. Drop-off at Leake & HSPP Service Desks, Procurement, FP&C HS and Heat Plant
Dec. 13: [SCPS Open House](#), 4:30-7 p.m., Zehmer Hall
Dec. 15: FM Blood Drive, 11 a.m.-3 p.m.
Dec. 25-28: Christmas Holiday
Dec. 29: New Year's Eve Holiday
Jan. 1: New Year's Day Holiday
Jan. 15: Martin Luther King Jr. Day Holiday
Jan. 17: Great American Smoke Out, 11 a.m.-1 p.m., FM Lunchroom