

Hoo's Making News



Our colleague Dallas Clayton (left photo), electronics technician with HSPP, and his unit, Army National Guard 2/224th Aviation Battalion, was called for active duty this fall. Dallas, (fourth from the left with his crew) is serving as a crew chief on the UH-60



Blackhawk Helicopter. They're scheduled to leave for Iraq later in January or February 2006.

He's been in training at Ft. Dix, NJ and Yuma, AZ. Dallas' wife Cindy is a CNA at UVA's wing at Martha Jefferson Hospital. Their oldest son plays lacrosse for C'ville High School and their 9-year old plays basketball. Dallas had a brief visit with his family in late December and returned to duty January 3. He has some access to email so if you'd like to send a note, he's at dallas.clayton@us.army.mil



Lystra Cedeno, Housekeeping Lead Worker for the McCormick Road Zone, was one of the keynote speakers at the Regional GED (General Educational Development) Graduation October 27. Lystra received her GED diploma after completing classes taught by Charlottesville City Schools' Adult Education Program on site at Facilities Management. She had been a teacher herself before leaving her native Trinidad.



Chad Simpson, electrical apprentice with Facilities Operations, talked with seventh graders at the Career Fair November 15-16 sponsored by the Charlottesville Area School Business Alliance (CASBA).

Landscapers (L-R) Jason Kent, Bryan Ferguson, Idris Hassan and Shiekr Mohamed, (as well as colleagues Liza Dunn and Steve Hester who were not available for this photo) demonstrated once again how an ugly, worn space can be transformed into a manicured, park-like setting. Here they installed dozens of liriopie while Liza placed oak leaf hydrangeas on the slope in front of our 575 Alderman Road office. The difference is impressive. Thank you, Landscapers!



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Many Facilities Management employees have interesting moonlighting jobs, but Utilities staffers Chester Wood (left) of Systems Control and Steve Lawrence of Piping Distribution, shown here in the "secret Santa tunnel" moonlight as Santa Claus at the local mall throughout November until time to pack up the sleigh December 24. "It's all about the kids," they both said. They are very good at this job: Imagine walking with Santa through the mall as he goes to "check on the reindeer" – he waves and laughs that "Ho-Ho-Ho" line; everyone - senior citizens to toddlers - smiles and waves back. We're proud of our co-workers and their dedication to the community.



Hoo's In Focus...Space & Real Estate Management

Judy Maretta, Director of Space and Real Estate Management, has a great vision for the Office of Space & Real Estate Management (S&REM). While her office will be located in the Leake Building, she will report directly to the Vice President for Management and Budget, Colette Sheehy.

“Space management needs to be high priority, high visibility,” Judy explained, “and provide service in a bigger way. If we keep doing good things, our services will be recognized and become more valuable. I emphasize productivity and accountability. This office can make a bigger contribution and then, as responsibilities increase, we can continue to show value.”

Judy's first job at the University was as space manager for the School of Medicine, also a new position created in 2002. “That was fortunate for the school and for me,” she added, “because for the 3 ½ years I was there, I defined the job and added responsibilities beyond the initial concept.”

And very well she could: After Judy graduated from the University of California at Berkley, she was hired by the US General Services Administration and learned all about space management. In 1991, she went to the FBI to manage their facilities nationwide. She planned to come to Charlottesville to retire, so when her daughter (who works in University Development), called and said, ““Mom, I've found the perfect thing for you,”” Judy explained, “I thought it was a house, but it was a job!”

In her leisure time, Judy is an avid reader –Jane Austen is her favorite author so Judy is looking forward to the new version of “Pride and Prejudice.”

Nicholas Bartley, the GIS mapping technician for S&REM, grew up in Earlysville, graduated from Albemarle High School in 1997, and with experience surveying and drafting, joined S&REM in 2000 where he learned GIS. The mystery of his custom-made maps is really simple, he explains. “I simply manipulate the data to go onto the basic map and can highlight care of the Grounds or age of buildings or how much money is spent on certain buildings.” His most visible accomplishment in GIS is the UVa map (see photo at right), developed

in collaboration with University Development staff. The map, on display at the Ivy Road Visitors' Center, earned a Special Merit Award from CASE in February 2005.

Outside work, Nicholas serves as a youth minister and is troop leader for Boy Scout Troop 102, the same troop he joined at age 11. His other interests include photography and videography, especially since Nicholas and his wife became the proud parents of Naomi, born November 11. He is working on his Bachelors of Interdisciplinary Studies at PVCC and UVa.

Joann Im-Duxbury came to Northern Virginia from Seoul, South Korea with her family when she was 2 ½ years old. After her father, an engineer, completed graduate school, the family moved to Abingdon. Joann earned her undergraduate degree in architecture from UVa and her masters from Virginia Tech. She returned to Charlottesville and met her husband, also an architect. Joann joined Facilities Management in 1998 as a project manager, then in 2000, moved to Space and Real Estate because she found the concept of architecture and space to be interesting. Joann speaks enthusiastically about how the Space and Real Estate program has evolved and changed over the years and is pleased that the need for better management and planning is being recognized. Outside of work, Joann stays busy with her family – 4 ½ year old daughter Julia is pleased that she will be a “big sister” in February.

Bill Bond was six years old when his father moved the family from Ashland to Charlottesville for his new job and the (then) new Sperry Company which became a landmark employer in the area. In 1977, Bill's education and experience in drafting and surveying earned him a position with National Radio Astronomy Observatory (NRAO) managing their drafting and design department. In 1985, he joined Facilities



Nicholas Bartley --Photo courtesy Elizabeth Bartley



The staff (L-R) Joann Im-Duxbury, Bill Bond, Tracy Tanner Bond, Charlie Hurt and (seated) Judy Maretta

Management's Work Management Division where he was the first to use CAD (computer aided drafting). In 1991, Bill moved to Utilities where, again, he was another first for Facilities: this time, the first to use GIS (Geographical Information System) and soon became the GIS/Mapping Administrator. Bill earned his GIS certification from George Mason University. In 2000, Bill moved to S&REM where he does specialized mapping for the University Real Estate Foundation, the Board of Visitors, University Police, ROTC and others. He has also presented UVa's pioneering work with GIS/mapping to several major universities.

“Bill's become a great University resource for specialized mapping,” Charlie added. Outside of work, Bill's interests include photography, astronomy, and reading – Ayn Rand is his favorite author. Bill

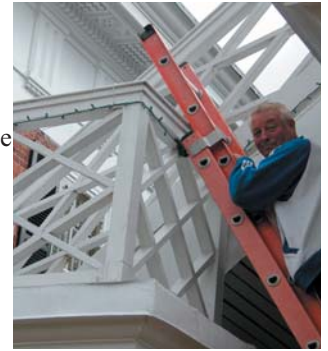
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University of Virginia Facilities Management

Other Events of the Season...



The traditional lighting of the Lawn was again made possible by the Electrical Maintenance crew who installed hundreds of yards of miniature lights to outline the Academical Village. Wayne Russell, superintendent, (left) secured strands along the Pavilion IV balcony, with assistance from PeeWee Powell.



Photos below: The season's first snow and ice didn't interfere with service or access at the Medical Center because HSPP teams including (L-R) Everett Simmons (left) detailing the crosswalk, W.C. Wood chipping ice at MR3, Mark Evans on the go. (L-R below) Renovations team members David Hanley, Greg Musco, Chris Fox and Hason Hamshar had the South Garage walk done, William Layne salted another walk and in the truck, Shirley Racer and Arthur Smith pushed away the last of the snow on the side streets.



Hoo's in Focus...continued

will be a new grandfather in January. "I can't wait to do some spoiling!" he announced proudly.

Tracy Tanner Bond, now the real estate contract administrator with S&REM since 1996, came to work in the Bursar's Office at UVa in 1984. She moved to our cost accounting office in 1986 and, from 1989-1992, worked for then Architecture & Engineering (now FP&C), managing payments for architectural and engineering contracts, capital accounts, and more.

Tracy believes in continuing professional development: in August 2001, she began the Adult Degree Program at Mary Baldwin College. Her goal is a degree in Art History with a minor in Architecture. The Madison County native is also a direct descendent of a Revolutionary War soldier, she is a member of the Daughters of the American Revolution. Tracy's other interests include antiquing, geneology and horticulture – her favorite botanical author is Michael Dirr at the University of Georgia.

Charlie Hurt is one of those rare people who is originally from Charlottesville *and* he's a UVa graduate (Economics, 1979). After graduation, he served in the U.S. Marine Corps as a helicopter pilot until 1985, after which he served in the reserves for three years. Charlie has worked in real estate construction and development since then. He joined Facilities as assistant director of S&REM in September 2005.

Charlie speaks enthusiastically about the Office's goals and the vision that Judy brings. He also quietly points out the strengths and experience of his colleagues. This man is a team player. He's reserved about his outside interests and would say only that he does play the banjo and his Labrador participates in field trials occasionally.

Customer Compliments to...

Jeff Farish has been doing a wonderful job in Jordan Hall. He is punctual, polite, and obviously concerned about performing his job to the best of his ability. Jeff is a pleasure to be around, and always has a smile for people. He lets us know in advance when there are potential problems, and goes out of his way to see to it that things are taken care of in advance.--*Kathryn L. Corbin, Research and Laboratory Specialist*

Ben Trail, 2nd shift HVAC, came to help us on a Friday night when we had trouble with heaters. He was so upbeat and pleasant and took care of us, too. We have had such luck with Facilities Management. **Spike Weeks** definitely takes care of us. We re very grateful for everything that your team does here at Carr's Hill. – *Joy Gerdy Zogby, Event Planner, Carr's Hill*

Thanks to **Mike Flowers** and electrical apprentice **Gary Shifflett** who installed an outlet at Stone Hall...several of our staff commented on the level of professionalism demonstrated by these two gents. Not only did they respond to the work request quickly but they were extremely courteous, mindful of the administrative work environment, and they vacuumed the carpet at the end of the job! That last item drew rave reviews. Thanks again to **Wayne Russell and his crew**. – *Ted Miller, Business Manger, National Radio Astronomy Observatory*

Linda Brown, housekeeper for the third floor of MR5, is an outstanding employee. She always makes sure that ALL areas are spotless. Mrs. Brown is punctual and takes excellent care of the offices, labs, walls and a host of other areas. She should be recommended for "Employee of the Month" or even "of the Year Award". – *Isa M. Hussaini, PhD, Associate Professor of Pathology & Neuroscience*

Chester Wood: Saturday night I was contacted by the Charlottesville Fire Department regarding an alarm activation at Bice House. Chester with Systems Control was very helpful to me during the situation. I sincerely appreciate his assistance. As always I appreciate the assistance all of the people in Systems Control provide! --*Gerald Drumheller, UVA Fire Marshal & Safety Officer, Office of Environmental Health & Safety*

Hattie Agee, Mary F. Johnson, Wanda Lucas, Pera Zarubica & Johnneatha Childress: When the Music Library staff returned from a weekend conference in October, the newly waxed floors in Old Cabell Hall and the library looked fanstastic. It was so nice to come back and find everything so neat and clean. – *Winston Barham, UVa Music Library*

Renovations Carpenters, Mason Plasterers, Electricians, HVAC and Painters*and **Paul Rood** did a magnificent job in record time in 504a Alderman. The various trades came in so quickly and quietly that I did not get all their names. The carpenters **Linwood Marshall** and **Bill Hodges** were with us first and longest. All who worked on the project were true craftsmen in the very sense of the word. – *Theodore J. Crackel, Professor & Editor in Chief, Papers of George Washington*

* **Others who owrked on this project included Henry Garrison, Butch Catlett, Jamie Shifflett, Sam Amos, Chris Deane, Henry Garrison and Robert Marks.**

Fred Reese, Mike Gormus, Mark Christian, Mike Shumaker, Mike Gowen, Skip Simpson, Jeremy Wood, Jonathan Ragland, Dustin Buck, Happy Durham & Scott Buck: Please convey our thanks and appreciation (to those listed) for all the hard work and extra hours and effort that went into getting the [Central Grounds chilled water loop] back online. Thank you for an excellent job at keeping us informed. It was immensely helpful to know the progress. – *Tim F.J. Tolson, PhD, Research Computing Support Manager, ITC*

Lynn Rush of Engineering & Design went "above and beyond" on December 28, when she gave up a considerable amount of her holiday vacation time to talk with a property owner and me about concerns related to the Madison Bowl Utilities and Field Renewal Project. Lynn met with us outside that evening to further discuss concerns. Lynn also gave up additional holiday time when she completed follow-up calls the next day. I want to commend Lynn for giving so generously of her time to deal politely and respectfully. -- *Ida Lee Wootten, Director of Community Relations*



Joyce Chewning and Red Dansey double check the list of 198 staffers who won door prizes donated by more than 50 area businesses for the CVC BBQ in November.

Combined Virginia Campaign Update

Facilities Management had 432 participants (50% participation) with total contributions of \$16,104.80.

Superb job, Facilities Management!

Thanks for your continued support!
--*Joyce Chewning,*

CVC Coordinator

Hoo's New...

Operations

Dorothy Langdon
Samantha Dwyer
Janice Morris
Keith Woodson
Timothy Hoffman
Kenneth A. Smith, Jr.
Frank E. Coffman, Jr.
Joyce G. Calloway
Marvin E. Jackson
Susan A. Cabell
Gwendolyn A. Fleming
Kenneth Graham
Jerry D. Blevins
John W. Sacre
Larry Snavely
Elmer F. Rodas
Scotty J. Shanks
Russell Rich

Charles D. Bludon
James B. Collier
Kassim T. Hassan
Samantha M. Michie
Lavonia M. Pridget
Christopher Dudley
Priscilla Beamer
Scott Stacy
Zarghuna Abdulahad
Habiba Naeem
Penny L. Gregory
Brian J. Wheeler
Luka M. Alier
Susan S. Baber
Brandon L. Overcash
Melissa M. Shirley
Laura Ashley Cook
Shaniece Rose
Andy Bowers
Tremayne Palmer
James B. Coleman
Doris Vest

Facilities Planning & Construction

Jennifer Emanuel
Michael Cook
Donna Cox
Joseph N. Tombs
Shannon Burras-Espie
Christin Whitco
Melanie Marshall-Roth

Health System FP&C

Melanie Bree Knick
Dee Andrea Fraley
Amelia C. Gunn

Health System

Physical Plant

Harry W. Marshall III
Steven E. Bunch
Toader Dumitru
Philip T. Ash
David A. Maupin
Mark A. Evans
Jeffrey Haga
Charles A. Loving
Christopher M. Toney
Daniel A. Stratton
Stephen Faircloth
Jesse B. Thomas
Terrence E. Musser
David Hanley
Ronald Riner
Ian Hildebrand

Business Management

Services

Richard W. Carter
Justin Hall
Donna Fredrick
Mollie J. Shifflett
Reggie Steppe
Gary S. Parkhill

Utilities

Kristin Carter
Jeffrey W. Schinko
Jeffrey T. Rominger
David S. Mumma
Ben A. Sutphen
Lindsey L. Daniels
Mohamed Osman
Ibrahim A. Ali
David D. Terrell
Yusuf Hussein
Sheikh M. Mohamed

HR&T

Melody R. Graboyes



Glenn Hall & Linwood Ayres control
December's seemingly endless snow.

Hoo's Retired...



Richard Stulting, plumber steamfitter with HSPP, retired December 21 after 39 years of service to the University. "Your contributions have helped make the University of Virginia one of the nation's most noted historic sites as well as academic and health system models," Rick Rice wrote in a letter of congratulation. "We hope that you, your family and friends are as proud of your involvement and contributions as we are." --

Photo by Melissa Chambers

Hoo's Promoted... (5/17-11/08/05)

Operations

Roland Taylor to Trades Utility Senior Worker, Renovations
Mary Garrison to Housekeeping Lead Worker, Building Services
Thomas Sillett to Trades Utility Worker, Maintenance Services
Stephen Hester to Grounds Worker Senior, Landscape
Tommie L. Collier to B&G Supervisor B, Paint Shop
Vincent Turner to HC I&R Technician Senior, HVAC Mainten.
Greg A. Clements to Sheet Metal Supervisor, Renov.-Sheet Metal
Dorothy Payne to Housekeeping Supervisor, Building Services
Phyllis Gough to Housekeeping Supervisor, Building Services

Health System Physical Plant

Neal Aldridge to Plumbing Steamfitter Lead, Renovations
Clay Ottinger to Fire Protection Inspector, Work Management
Richard Barbour to Plumbing Steamfitter Lead, Zone 2
Brian K. Dovel to Trades Utilities Senior, Renovations
Arthur J. Panzer to Grounds Worker Senior, Landscape
Ronald D. Lackey to Electrician Supervisor, HSPP Renovations

Energy & Utilities

Bruce (Sonny) Beale to Recycling Program Superintendent, Recoverable Resources
David Gowen to HVAC I&R Technician, Chiller Plant
Kevin S. Kidd to Plumber/steamfitter Apprentice, Piping Distribution
Justin Huddleston to Electronics Technician, Utility Management

Business Management Services

James E. Sayre to Warehouse Worker, Materials Office

Hoo Wants to be an Apprentice?

Do you know someone who would be a high-potential candidate for UVa's Apprentice Program? Now's the time to be talking to friends, family and co-workers about that.

UVa's Apprenticeship Program is recognized throughout the state as one of the very best. Since the program began in 1982, we have inducted 151 apprentices. Sixty percent of them completed the program and 75 percent of those who graduated have continued their employment with the University. Of those, many have moved up to positions of greater responsibility.

Our program has been used as a model for other agencies and institutions of higher education throughout the state and the U.S.

What a great opportunity for someone you know to obtain a life-long skill, learn a trade and increase her/his earning potential.

More information is available at our website
<http://www.fm.virginia.edu/ApprenticeProgram.aspx>

Applications are accepted April 15- May 15 only.
The two parts of the application are at
<http://uvaforms.virginia.edu/uvaformsfiles/hrempcls/appemp.pdf> and
<http://www.fm.virginia.edu/docs/AddendumToStateApplicationForApprenticeship.doc>

Watch the website and Facilities Management bulletin boards April-May 15 for the Job Opportunity Listing which will post the apprentice job openings.



Some of our new apprentices are (L-R clockwise) Carpentry Apprentice Tim Nelson, Mentor Albert Green with Plumbing Apprentice Eric Cline; Carpentry Apprentice John Sacre; HVAC apprentice Cindy Campbell with Mentors Joe Jefferson and Felix Crawford; Plumbing Apprentice Erick Duke & Electrical Apprentice Matt Shekleton.

Hoo's Teaching Lessons for Leadership...



Leadership Charlottesville, a Chamber of Commerce program attended by 35 community leaders and employers wanting to build better bridges of understanding and cooperation, invited our colleagues (seated L-R) Kamela Adish of Afghanistan and Jean Bimenyande of Rwanda, and (standing L) Sophal Enn of Cambodia to speak to the group about their experiences as they immigrated or fled from their homelands and began new lives in Charlottesville. Alan Cohn, director of Faculty and Staff Employee Relations, (standing right) recommended these individuals for participation for this panel. When an audience member asked if the speakers had trouble adapting to American food, the responses were delivered with wit but illustrative of harsher times: "When you live on 2 tablespoons of rice a day in a prison camp, no, American food is no problem," Sophal said. Sophal has been speaking to community groups since shortly after his arrival in 1986. Jean added, "No, adapting was not a problem to me or my family because we had spent six months walking through the jungles of Congo Democratic Republic to escape extermination. We ate whatever lived in the jungle." Kamela spoke about her encounter with Taliban after they discovered that she was teaching science and math classes to girls in her home. The panel will present again in January to a UVa group.

University of Virginia Facilities Management



December 15 brought a third round of snow in two weeks, but Facilities Management teams kept walkways and roads clear. (Left photo L-R) Imbrahim Jour, formerly of Sudan, and Frederick Roumegoux from France were among the landscapers working at North Grounds. (Right photo L-R) Apprentice Plumber Tiewan Benston and Plumber Mechanic Sandy Gardner cleared University walkways near Carruthers Hall.

Facilities Management's contract and purchasing staff have been active participants in events featuring SWAM (Small, Woman, Minority-Owned) businesses. At SWAMFEST in Richmond on December 7, Contract Administrator Martin Best and Materials Division Manager Bill Martin talked with business representatives such as Michelle Carter, owner of Valley Industrial Piping.

Congratulations on Professional Development:

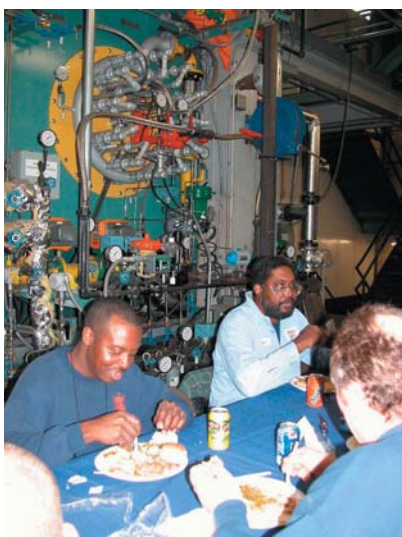
Robert Adcock of the Heat Plant recently completed Excellence in Supervisory Management Certification Series (ESMCS), the first major offering of the UVa. Management Development Program. Information about the Series is located at:

<http://www.web.virginia.edu/DOTweb/MDP/>

"It was a pleasure to have Robert in the inaugural and pilot-test for this series," Robert Lake, director of Human Resources Development & Training, said. "He provided unique and valuable perspectives to the broad mix of supervisory experience and expertise that the cohort members shared."

Duane J. Frederick, buyer specialist with HSPP Materials Division, and **George Cullen**, buyer specialist with Academic Materials Division recently completed requirements for Virginia Contracting Officer certification granted by the Virginia Department of General Services in Richmond. "The VCO credential adds to your professionalism, and will impact our reputation and service excellence to our customers," Jay Klingel, director of Business Management Services, wrote in letters of congratulations.

Heat Plant for the Holidays



Heat Plant employees and everyone working on the Main Heating Plant Environmental Upgrade Project celebrated the "arrival" and installation of two new boilers (visible in the left photo behind Kennedy West and James Watts) with a huge lunch served at a "banquet table" that stretched from one end of the plant to the other! After the feast, it was back to work in the chilly temperatures to keep the project on schedule.

Many of the project staff will be off for the holidays and traveling back to their homes in Mississippi, New York, Maryland and elsewhere in Virginia. More information is available at <http://utilities.fm.virginia.edu/pdf/HeatPlantFacts.pdf> Chuck Boldt is project manager for the work.



Hoo's at Work

In December, renovations trades were working on the first of a three-phase project in the main lobby of Gilmer Hall. Among those on the assignment were (clockwise starting at left top) Plumbers Paul Johnson and Robert Gentry, Plasterer Chris Deane, Masonry Apprentice Aaron Dierkes and Mason Dale Newton, Lead Plumber Jim Cashwell, Plumber Lawrence Morris and Project Supervisor Paul Rood, Electricians Eddie Kidd and Mickey Davis, and Carpenter Tommy Benson.



And Hoo Else...



Left photo L-R: In Thornton Hall, Danny Lawson and Brad Wood of the HVAC shop installed the new control system for the variable frequency drive pumps and valves that provide heat to the perimeter heat system at Thornton Hall. Tony Marusak was HVAC supervisor for the project. (Below) Plumber Danny McDaniel (left) installed the entire heating system for the engineering complex with assistance from Daing Minkonrot (right). The project which involved complete gutting of the old equipment room and installation of an all new mechanical grooved piping system. The goal was to create a model equipment room that would be a new standard. Joe Lane was project manager and Paul Rood was superintendent.

