



## Apprentice Events Celebrated



Chief Facilities Officer Don Sundgren (left) and former Apprentice Program Coordinator Jay Klingel (right) were among the speakers who welcomed over 130 guests and honorees to the July 26 festivities including the 25th Anniversary celebration of UVa's Apprentice Program. See pages 2-3. *Top left photo by Dan Addison*

## Central Grounds' Big Dig and Construction

The South Lawn Project, described as “the most ambitious undertaking on the University’s Central Grounds in a century,” is being managed by (L-R) James Kelley, Project Director; Jessica Hurley Smith, Construction Administration Manager; and Randy Porter, Senior Construction Administration Manager, who was unavailable for this photo. The \$105 million complex will serve 12,000 student “visits” daily. For more information, please see <http://artsandsciences.virginia.edu/southlawn/index.html>



## Supervisory Series Graduates Are Honored



Graduates of the Supervisory Development Series/National Safety Council (SDS. NSC) certification are (seated L-R) Jesse Johnson, Kenny Williams, Lystra Cedeno, Richard Lily, Karen Fischer and Eddie Morris; standing: Mark Utz, David Fiero, David Morgan, Thomas Evatt, Keith Chambers, Michael Clements and Don Byers. Full story on page 3. *Photo by Dan Addison*

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# 25th Anniversary, Graduation, Induction & Honors



A standing-room only crowd applauded six major highlights including observance of the 25<sup>th</sup> anniversary of the University of Virginia’s Apprentice Program at the July 26 Apprentice Graduation/New Apprentice Induction and Training Recognition Ceremony in the Rotunda’s Dome Room.

UVa’s officials congratulated the pioneers in apprenticeship at the July 26 anniversary event: They were (standing L-R): Scott Buck, HVAC; Jeff Gibson, HVAC; Vice President for Management & Budget Colette Sheehy; D.D. Fortune, electrician; Chief Facilities Officer Don Sundgren; HVAC graduates Bill Farish, Steve Bunch, Joe Jefferson, Tony Marusak and Clarence Wells; seated L-R): Gordon Jones, HVAC; and electricians Michael Flowers, James Copeland, David Gentry and Joseph R. Jackson. *Photo by Dan Addison*

- Thirteen of the 14 charter apprentices still working at Facilities Management were each introduced by Colette Sheehy, Vice President for Management and Budget, and presented commemorative pins for their pioneering accomplishments. (See photo top left). “Those first 22 accepted into the program were risking a lot – most were relocating from in-house jobs that they were

familiar with and comfortable in. What courage they had to make a change and to step into uncharted territory,” Ms. Sheehy said.

- Recognition was also paid to planners who worked to establish the apprentice program, including former Chief Facilities Officer William D. Middleton; Alton Leake and his late brother Lewis (two of the four Leake family members for whom the Facilities Management Building is named); Sondra Stallard, who was the Equal Opportunity Programs Officer then; Pete Farish, Plumbing Superintendent; and Herman Kirby, AC & Refrigeration Superintendent. Also recognized were the Apprentice Program managers who followed Alton Leake and have improved upon the original program design – Jay Klingel and later Pete Syme, followed by the Human Resources Directors at Facilities Management – Al Napier, Donna Barnes Franko and Rebecca Leinen. Joyce Chewning, Administrative staff who kept good records from the beginning, and Brenda Buttner, who succeeded her in 1985

Continued on page 3, column 1



Virginia Commissioner of Labor & Industry C. Ray Davenport presented UVa Executive Vice President & Chief Operating Officer Leonard W. Sandridge, Jr. a certificate recognizing the Apprentice Program’s 25 years of excellence. *Photo by Dan Addison*



Awards and educational achievement recognition went to Voices of Adult Learners (L-R) Kamela Adish, Lepa Novakovic and Kon Rot Daing. Mikel Clements (far right) was honored for his completion of his General Educational Development (GED) diploma. Gloria Maxine Maupin, who earned an Associate of Science Degree, magna cum laude, from PVCC was unable to attend the ceremony. *Photo by Dan Addison*



The 2007 apprentice graduates are congratulated by officials: L-R: Chief Facilities Officer Donald E. Sundgren, HVAC journeyman Jonathan Ragland, Vice President for Management & Budget Colette Sheehy, HVAC Journeyman Jeremy Wood, Commissioner of Labor & Industry C. Ray Davenport, Electrical Journeyman Travis J. Henderson, UVa Executive Vice President & Chief Operating Officer Leonard W. Sandridge, Jr., Plumbing Journeyman Robert C. Bishop, HVAC Journeyman Dustin Buck and HVAC Journeyman Steven D. Ackerman.

and continues to handle the extensive documentation for the apprentices and the program, were also recognized.

- Commissioner of the Virginia Department of Labor and Industry (DOLI) Ray Davenport, who is also an apprentice graduate in crane operation, was a special guest in honor of the program's 25<sup>th</sup> Anniversary. "I congratulate you and the University on being the first registered apprentice program created by a state institution.... Apprentice training is the best there is," he said, pointing out that it is "...a winning combination for you, your family and employers." Mr. Davenport then presented DOLI's certificate of appreciation for "25 years of commitment to the training and successful completion of apprentices" to Leonard W. Sandridge, Jr., Executive Vice President and Chief Operating Officer, who has always been a dedicated proponent of our apprentices and their program. (See photo pg 2)
- The six new graduates of the Apprentice Program who completed their 4-year apprenticeships were introduced – they were applauded for their accomplishments and their families were congratulated on the support that they provided, contributing to the graduates' success. (See photo at top)
- Nine new apprentices were inducted (See right photo)
- The long-running Supervisory Development Series had nine graduates while two others earned National Safety Council certification and 11 others completed both the SDS training and NSC certification. (See photo page 1)

- Because Facilities Management is always supportive of individual professional development and academic achievement, five other colleagues were recognized for accomplishments through Voices of Adult Learners, General Educational Development (GED) and Piedmont Virginia Community College. (See photo p.2 lower right)



New apprentices in electrical are Jon G. Tolbert, Anthony W. Murray, Priscilla E. Beamer ; HVAC are Michael J. Dillard and Elizabeth A. Dunn; plumbing are Khalil Jones, Jason P. James, Brian L. Curry; and electronics is William T. Muncaster III. They signed their contracts at the July 26, 2007 ceremony in the Dome Room of the Rotunda. Applauding their accomplishment are (standing L-R) Donald E. Sundgren, Colette Sheehy, C. Ray Davenport; and Leonard W. Sandridge, Jr. Photo by Dan Addison

# Hoo's New, Transferred & Promoted \*

## Business Management Services

Brenda Christensen – Fiscal Tech  
 Mavis Dickerson – Prog. Support Tech  
 June M. Jones – Admin & Office Specialist  
 Charlotte Philen – Facilities Inspector

## Energy & Utilities

Mathew Bartley – GIS Technician  
 Gregory Beasley – Boiler Operator Assist.  
 Gary Bickers – Plumber Steamfitter Asst.  
 Robert A. Bishop – Plumber Assistant  
 Jamal Gordon – Trades Utility Worker  
 Michael Lloyd – Energy Engineer  
 Hassan S. Mahamud – Sanitary Tech  
 Marcus J. Mallory – Boiler Operator Assist.  
 Daniel E. Michaelson – Student Wkr.  
 Kevin C. Miller – Electronics Tech.  
 Roy Morgan – Welder Senior  
 William T. Muncaster – Electronic Apprentice  
 Lynn Nichols – Student Worker  
 Sean Rainey – IT Assistant  
 Bienvenu Rwagasore – Trades Utility Worker  
 Robert R. Shifflett – Trades Util. Wkr.  
 Frank J. Trivigno – System Control Ctr. Op.



*June Jones is the newest Customer Service Rep on Academic side*

## Facilities Planning & Construction

Charles C. Davis – Sr. Project Mgr.  
 Richard A. Fletcher – Project Manager  
 Jody K. London – Prog. Support Tech.  
 William F. Moore - Sr. Project Mgr.  
 Annette M. O'Saben – Sr. Proj. Mgr.  
 Jennifer Pack – Draft person  
 Joseph N. Tombs – Resource Ctr. Library Assistant  
 Michael Vanderweide – Sr. Proj. Mgr.  
 David W. Watkins – Project Manager

## Health System Physical Plant

Artie W. Anderson, Jr. – Trades Utility Sr. Wkr.  
 Shirley M. Bennington – Program. Support Tech  
 Brian L. Curry – Plumber Apprentice  
 Michael D. Doniel – Electrician  
 Jesus J. Gaona – Trades Utility Sr. Wkr.  
 Joseph C. Groot – Plumber  
 Kevin E. Jackson – Plumber  
 Jason P. James – Plumber Apprentice  
 Khalil Jones - Plumber Apprentice  
 Samuel V. Knight – Trades Util. Sr. Wkr.  
 Lucas Londeree – Painter  
 David C. McKinnen – Electrician  
 Abdalla H. Mohamed – Landscape Wkr.  
 Anthony W. Murray – Electrician Apprentice  
 Kevin M. Sharrer – Trades Util. Sr. Wkr.  
 Stephen D. Smick – Electrician  
 Daniel J. Vadino – Trades Util. Sr. Wkr.

## Operations

Gary W. Anderson – Housekeeping Worker 2  
 Jalil Aswadi – Housekeeping Worker  
 Shawn Ayres - Housekeeping Worker  
 Edith G. Barbour - Housekeeping Worker 1  
 Kevin Beal – Landscape Senior  
 George A. Bryant III – Trades Utility Wkr. Sr.  
 Claudine Bullock - Housekeeping Worker  
 Gloria A. Carrington - Housekeeping Worker 2  
 Lateisha M. Carrington - Housekeeping Worker  
 Hester M. Carter - Housekeeping Wkr.  
 Alan W. Conner, Jr. – HVAC Mech. Asst.  
 Amber Dean - Housekeeping Worker  
 Tomeko L. Dibble - Housekeeping Worker 1  
 Michael J. Dillard – HVAC Apprentice  
 Joshua Ferguson – Grounds Worker  
 Glen Gianatasio - Housekeeping Wkr.  
 Fannie Gregory - Housekeeping Worker  
 Gyaltsen Gyalsten – Grounds Worker  
 Neil Hackel – Grounds Worker  
 Alex M. Jackson – Landscape Worker  
 Michael J. Kolezynski – Sheet Metal Worker Asst.

Rory C. Laman – Landscape Worker  
 Phyllis Meredith - Housekeeping Worker 2  
 Ruth Anne Minor - Housekeeping Wkr.  
 George B. Mundy – Elevator Assist. Mechanic  
 Maxine Palmer - Housekeeping Worker 1  
 David S. Perry – Electrician  
 David E. Roberts – Electrician  
 Bobby Shifflett – Storeroom Helper  
 Grafton E. Shifflett – Painter  
 Nicholas Southwell – Grounds Worker  
 Brian K. Thomas - Carpenter  
 Kenneth D. Thompson – Painter  
 Jon G. Tolbert – Electrician Apprentice  
 Otha R. Vannoy III – Landscape Wkr.  
 Alexander Ward – Landscape Worker  
 Christopher Ward – Landscape Specialist  
 Brandon Williams – Landscape Wkr.  
 Andrew S. Willis – Landscape Worker  
 Roland Von der Muhll – Landscape Worker

*continued on page 5*

*\*New hires, transfers and promotions from wage/temporary status to full-time, April 1- September 18, 2007*

*Mavis Dickerson (right) trained with Buyer Jessie McGann as she started her new position with HSPG Stores.*



What - or Who - is a Hoo?  
 If you were wondering why we refer to you as a Hoo, please know that at THE University, the traditional cheer at sports events is “Wahoo-Rah” or something similar. Unofficial explanations offer that those who study, teach or work here represent THE University and are, therefore, Wahoos, or Hoo’s for short.

# Hoo's New, Transferred & Promoted *continued from page 4*

## Operations

Fred W. Averill – Landscape Specialist  
Ramon B. Avila – Landscape Sr. Worker  
Mary E. Dean – Housekeeping Worker 2  
Elizabeth A. Dunn – HVAC Apprentice  
Brent Gentry – B&G Supv., Project Mgr.  
Pattie Gough – Housekeeping Worker 2  
Cheryl E. Johnson – Housekeeping Lead Wkr.  
Travis L. Mawyer - Landscape Supervisor  
Logan McGann- Asbestos Worker  
Phyllis R. Meredith – Housekeeping Worker 2  
Frank Messina – Construction Supt.  
Lawrence E. Morris – Equip. Repair Tech.  
Darryl A. Napier – Maintenance Supervisor  
Lepa Novakovic – Housekeeping Worker 2  
Brenda Pace – Housekeeping Worker 2  
Kenneth A. Smith, Jr. – Asbestos Worker  
Anthony P. Whindleton – Carpenter Lead

## Facilities Planning & Construction

James A. Kelley, Jr –Supervisory Project Mgr.  
Katherine Meyer – Project Coordinator

## Business Management Services

Christopher Smeds – Information Systems Mgr.  
Charles (Matt) Madison – Warehouse Worker  
Glenda Ferguson – Service Contract Admin.  
Wayne Harlow – Facilities Inspector

## Energy & Utilities

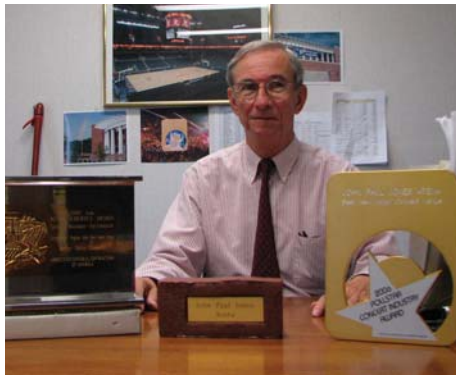
Samuel A. Madison – Maintenance Technician  
Vincent P. Muscarella –Sys Control Ctr. Shift Supv.  
Clayton (Bo) Roberts – Piping Dist. Supervisor  
Virginia Sanford – Program Support Tech. Sr.  
David D. Terrell – Recycling Supervisor  
Kennedy F. West – Power Plant Shift Supv.  
Ashby Ray J. Williams - Maintenance Technician

## Health System Physical Plant

Gary E. Allen – Electrician Lead  
Priscilla E. Beamer – Electrician Apprentice  
Richard M. Purvis – Electrician Senior  
Kenny Williams – Painter Supervisor

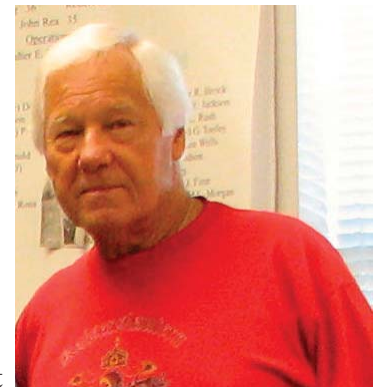
## Hoo's Retired

Dick Laurance, senior project director, retired July 24 after 19 years during which he “consistently displayed a combination of resourcefulness, professional skill and mature judgment in his extraordinary achievements and outstanding contributions to the planning, design and construction of



the largest facilities at the University of Virginia.” He served as Senior Project Director of the John Paul Jones Arena, the Replacement Hospital, Medical Research Building 5, Scott Stadium Expansion and New College, representing over \$500 million in capital investment. In the photo here, Dick shows some of the many awards he and his projects have earned including, most recently, the Arena's Best Major Construction Project by the Association of General Contractors (AGC) and Best Major New Concert Venue by Pollstar (a resource for international concert information).

Dewey Evans retired July 24 from our Plumbing Shop after 23 years of service. Dewey earned recognition over the years for his work with Day of Caring, his contributions to completing a temporary dining hall project during holidays and harsh weather in December 1995-January 1996. In March 2007, his plumbing team received compliments for their work at the Orange Clinic where they were “considerate of patients and staff, careful not to be disruptive” and always left the worksite neat and orderly. Dewey completed trade-related as well as computer classes and was promoted to lead in 1996.



Congratulations and best wishes to Dick and Dewey!

## Are you thinking of retiring?

Get your **Virginia Retirement System** information on line at [www.varetire.org](http://www.varetire.org) or 1-888-827-3847 or by email at [vrs@varetire.org](mailto:vrs@varetire.org)

# Compliments from Customers to...

**Linda Walker, Rabten Shatsang, Stoja Amanovic, Judy Gentry, Simenesh Gebreselasse, Mariga Matic and Supervisor Doris Vest** of MR-4 Housekeeping, and **Deborah Palmer and Jimmy Williams**: Thank you and especially your staff who clean our MR-4 Building. They are always very responsive for our special requests and they do a really great job keeping MR-4 clean. Because of its nature, this building can be most difficult at times but your staff never seems to mind our crazy schedules and work in our laboratories. I enjoy working with Doris – she is most courteous and always checks to see if we have special needs. We know that we can go to her with questions and she will either give us the answer or research the matter and get back to us. They are a really great team – everyone works together for one common goal and they meet it each day. Keep up the great work. - *Mary Craig Crockett Davis, Dept of Medicine, Infectious Diseases & International Health*

The Human Resources and Training Office will not be offering the SDS program this year. Our office will be taking this time to re-evaluate the program, classes offered, and the direction of Facilities Management. We appreciate your understanding as we evaluate our Facilities Management training needs.- *Cara Graham, Training Coordinator, 982-5898, [cmg6x@virginia.edu](mailto:cmg6x@virginia.edu)*

**Mary Mitchell** of Housekeeping: Mary has one of the best attitudes we have even seen... She approaches her work with professionalism and pride. She is efficient, organized and she goes the extra mile to make sure her work is performed at 110%. Her ability to get along with people is certainly a huge asset.... She is also very willing to go out of her way to answer questions or help people find out who to contact in Facilities Management if they have a problem. Mary Mitchell not only deserves a raise but should also be commended for the work she is doing. (photo page 8) - *The Faculty, Staff & Graduate Students of Molecular Physiology and Biological Physics*

**Donald Watson and Melvin Toney** of Housekeeping: Thank you for the wonderful job cleaning out the Arena trailer. You have our praise and gratitude.- *Glenda Mack, Barton Malow Co.*

I add my sincere thanks to **Donald and Melvin**. Since 1997, Donnie and his staff have given us superb service at the Carl Smith Stadium Expansion and the John Paul Jones Arena projects. They always went the extra mile to make us look good for our numerous high visibility meetings as well as our day to day business. Well done! - *Richard B. Laurance, P.E., Director, John Paul Jones Arena Project*

## News for Hoo's to Use...

Vice President and Chief Human Resources Officer Susan Carkeek will hold a town meeting Thursday, September 27 in the Facilities Management Lunchroom to discuss the recently completed restructuring survey. We will offer follow-up on that in the next issue of Perspective.

In the meantime, you can read Ms. Carkeek's inaugural column at <http://www.hrs.virginia.edu/news/postings/070823dosc.html>

The annual Combined Virginia Campaign kicked off September 19 with Day of Caring. The next issue of Perspective will feature that highly praised "Orange Wave": almost 200 Facilities Management staffers painted, cleaned and polished windows, walls and floors and built railings and shelves, cleared trails and more for several area non-profit facilities. You were *awesome!*

(*MORE News to Use on page 7*)

### Mark your calendar:

**November 8** – Thursday – the annual BBQ at Alderman Road –  
**November 5-26**: Open Enrollment time for benefits. Review your medical and childcare expenses to re-enroll as appropriate. Also consider the University's tax sheltered annuity plan: UVA will match up to 50% of your contribution or \$40. More info at <http://www.hrs.virginia.edu/benefits/classified/class-IX.html>.

COMPACT FLUORESCENT light bulbs are those squiggly bulbs that you see replacing standard bulbs.

- Compact fluorescent bulbs (CFBs) use 75% less energy than incandescent bulbs and they last 8 times longer.
- Replacing a 60-watt incandescent bulb with a 13-watt compact fluorescent that operates 4,000 hours annually will save 188 kWh and more than \$11 just for energy.
- The University is working to eliminate incandescent bulbs on Grounds. Recently, more than 8,000 bulbs were identified for replacement. The state energy office provided us with 2,000 CFBs at no cost to help with the initiative. Besides saving energy and money, compact fluorescent bulbs reduce air pollution caused by generating electricity. - *Paul Crumpler, Energy Program Manager*



**Jobs@UVa**, the University of Virginia's on-line position description and applicant tracking system, is ready for you to use. Jobs@UVa replaces the paper application system and has several benefits for you:

- By using the web, you can easily search for postings, apply for jobs of interest and check the status of your application at any time 24/7.
- Your application will be processed faster.
- Workflow that required signatures, copies, calls, etc to confirm receipt is now automated.

Take a look at <https://jobs.virginia.edu/>  
By the way, you may recognize some of your colleagues in the photos at the top of the page.

Questions? Send an e-mail to [UVAjobs@virginia.edu](mailto:UVAjobs@virginia.edu)



Maria Bakhtiar (3rd from right), formerly of Afghanistan and now an employee of Facilities Management, was among the 70+ new citizens naturalized July 4 at Monticello. Maria's mother, Alia Bakhtiar, (4th from right) also works with us at Facilities Management. Sam Waterson (of television's *Law & Order*, etc. and himself the son of an immigrant) was among the key speakers at the event – he applauded the new citizens, and, in his welcome to them, noted that there is much work to be done for this country and we're very glad to have them join us.

## Customer Profile: Lela Marshall

ITC Classroom Support Manager



Lela Marshall attended Louisiana State University until 1980 and received a Bachelor's Degree in Religious Studies from Liberty University in Lynchburg, Virginia. Lela migrated to Charlottesville in 1983 to assume a position at the University of Virginia. Lela was hired as a Medical Technologist in the Hematology Clinical Laboratory. Seeking a career change in the late 80's, she enrolled in the Masters Degree program in Systems Engineering here at UVA. After completing her degree, Lela returned to the Clinical Laboratories as a Computer System Analyst. Today she is a part of the Classroom Support team of ITC.

These are not Lela's only accomplishments. She is the mother of a 15 year old daughter and 12 year old son and refers to herself as a "Soccer Mom". Included in the list of activities or hobbies that she enjoys are work, sports, children and church. You may also know her husband, Rick Marshall who is the laboratory director at the Physics Building.

Lela's excitement and love for her work is quite evident as she speaks. The project management, the uncertainty, the variety, and visionary aspects of working with Information Technology & Communication (ITC) is challenging and rewarding. She thrives on staying busy. Currently her group provides support for approximately 100 classrooms. When asked what other challenges the group may encounter, she promptly replied consultant design and renovation, infrastructure and space.

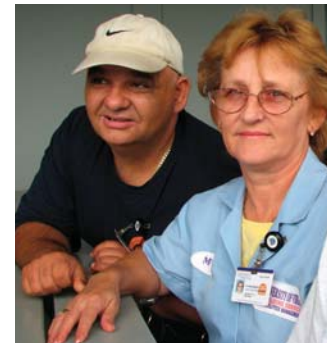
This is a great time to meet Lela and become familiar with the University's ITC support system. The rapidly ascending development of computer technology is an ever changing evolution; and because we have the support of individuals like Lela and the ITC group; our faculty, our students, and classified staff continue to benefit from their knowledge and expertise that leads to a higher learning. Stop in and say hello to Lela if you can catch up with her. Her office is located on the second floor of Wilson Hall. *Customer Profile for this issue was written by Customer Service Manager Wanda Hedges. We will feature different customers from throughout the University community. We welcome your thoughts on how we can build a stronger staff-customer relationship.*

*--Mark Webb, Associate Director of Work Management*

# The 10th Annual Housekeepers Appreciation Picnic



Among the 200 housekeepers honored were (clockwise, L-R): Deborah Palmer & Abuidris Yagoub; Kimberly Morris, Mary Fewell, Evelyn Watkins; William Clifton; Fannie Gregory, Lindsey Baker, Maura and Federico Dizon & Murble Baker; Nebojsa Grbic & Mira Macakanja; Corey Tyler & Damien Jones; Lateisha Carrington, Wanda Chambers & Gwendolyn Fleming; (lower center) Anita and Mitchell Johnson; (upper center) Mary Burton and Naomi Johnson; (lower left) Rabten Shatsang, Mary Mitchell, Simenesh Gebreselasse & Virgie Chambers; Reggie McGhee, Idris Hussan & Mack Coleman; Tammy Agee, Swantain Reaves, Mario Biazon & Larry McGruder.



*Interested in professional development? New classes on **Essential Work Skills** are forming. You must be an employee in good standing in pay band 1 or 2. Contact Cara Graham, Training Coordinator; 982-5898.*

