



Celebrations, New Benefits, in Service to the USA...

In celebration of another successful academic year, Facilities Management employees enjoyed our Annual Ice Cream Social and Car Show June 12. Left: Elevator Superintendent Eddie Morris serves the frozen delicacy with all the trimmings to Programmer Analyst Wei Sun. More photos on page 8.



Craig Booth, Supervisory Senior Project Manager with UVA Facilities Management, has been re-called to active duty service with Naval Mobile Construction Battalion 23 deploying this summer for Iraq with 550 United States Navy Seabees to



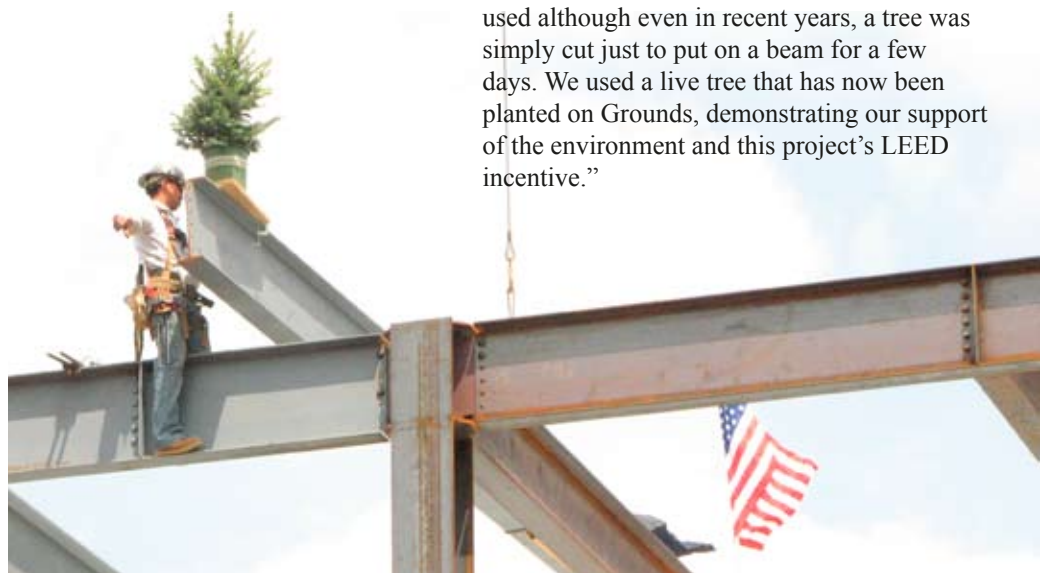
provide construction and engineering support to the United States Marine Corps. Coincidentally, Lieutenant Booth will deploy with another Wahoo, Lieutenant Commander Andrew Cook, a 1997 Master of Engineering graduate of SEAS. Craig joined Facilities Planning and Construction in 2006 and has overseen high profile projects including the Arts Grounds Parking Garage, Ruffin Hall, the College of Arts and Sciences Physical and Life Sciences Building and the SEAS Information Technology Engineering Building. He plans to resume his work at UVA in the spring of 2009.



Mary Frances Williams talks with a representative of Piedmont Virginia Community College about classes of interest that would be paid for by UVA's new Educational Benefits program. For details on this and more news from University Human Resources, see page 7.

...& Topping Off:

Below: South Lawn Project's "topping off" ceremony April 30 placed the official top beam on the 100,000 square ft addition for Arts and Sciences. "The tree on the beam is the symbol of perpetration, eternal growth, longevity and care for the environment," Project Director James Kelley explained. "Evergreens are traditionally used although even in recent years, a tree was simply cut just to put on a beam for a few days. We used a live tree that has now been planted on Grounds, demonstrating our support of the environment and this project's LEED incentive."



April-June 2008 In This Issue

Our Long-time Employees.....	2
Years of Service: Congrats!.....	3
Hoo's Retired, Promoted, etc...4	
UHR Updates.....	4, 7
Compliments, Hoo's New.....	5
Noted with Regret.....	6
Customers' Compliments.....	6
New HR&T Staff Member.....	7
Hoo Keeps UVa Running.....	8

Hoo's Dedicated...

55

Our colleague Lindsey J. Baker, pictured here with his wife and also our colleague Jean Baker, was honored recently for his 55 years of service to the University. Lindsey and our other long time employees listed on page 3 have a total of 2,125 years of service.



30 Year Club

30 Michael A. Flowers, Evelyn L. Watkins, Thomas L. Benson III, Franklin R. Hill. See adjacent list for others with 30 years service.



40 40 and 50 Year Clubs
Elizabeth E. Daniel, 40 Years,
and David L. Bishop, 50 Years.
Unavailable was John Briggs, 40 Years.



25

25 Year Club
Victor Brown, Richard Reuschling,
Charlotte Kidd and Donnie Hackney.
See adjacent list for others with 25 years service.

35



Wallace W. Wells, Joseph L. Ragland, Virgil Jay Coleman, James F. Thurston, Marcellus Dent, Jr., Charles E. Pugh and Ellis R. Deane. See adjacent list for others with 35 years service.

Congratulations on Your Years of Service

55 Years

Operations & Maintenance

Lindsay J (Junior) Baker

50 Years

Operations & Maintenance

David L Bishop

40 Years

Operations & Maintenance

Elizabeth E (Betsy) Daniel

John A Briggs

35 Years

Operations & Maintenance

Joseph Leonard Fitzgerald, Jr.

Marcellus Jr Dent

Clyde L (Butch) Catlett

Ellis R. (Deano) Deane

Connie C. Jones

James F. Thurston

Joseph L. Ragland

Eugene C. Lawson

Energy & Utilities

Charles E. Pugh

Virgil Jay Coleman

HSPP

Wallace W. Wells

Larry Nelson Deane

30 Years

CFO Office

Gloria Maxine Maupin

Operations & Maintenance

Thomas Lee Benson III

Theodore Scott Buck

Donald Wayne Watson

Evelyn L. Watkins

Jannie S. Fincham

Jeanne Patrice Steppe

Bernard C. Farish

Franklin R. Hill

Richard L. Critzer

Tony Douglas Thomas

Eugene F. Bellomy

Braddish Charles Wood

Michael A. Flowers

30 Years continued

Energy & Utilities

Wiley David Reed

HSPP

Leon Morris

Everett Boyd Simmons

Kelly Wilson Branch Jr.

Sherwood W. Gibson Jr.

25 Years

FP&C

David W. Booth

Charles Edward Durrer

Business Mgmt Svs.

Florence S. Buchholz

Operations & Maintenance

Richard C. (Top) Reuschling

Victor L. Brown

Charlotte R. Kidd

Timothy M. Gilmer

Donnie Anthony Hackney

Energy & Utilities

Gordon T. (Happy) Durham

20 Years

University Bldg Official

Ronald G. Herfurth

FP&C

David R Villiott

William H. (Bill) Blodgett

Operations & Maintenance

Catherine Mae Miles

Mary Frances Williams

David M. (Dave) Starkes

Timothy J. (Tim) Spencer

Julian Anthony McCroskey

Energy & Utilities

Kennedy Fitzgerald West

Sophal Enn

William B. (Bert) Seymour

Bruce C. (Sonny) Beale

Christopher C. (Chris) Greene

HSPP

Albert C. Ottinger Jr.

Victor L. Wills

David E. Morris

15 Years

Business Mgmt. Svs.

Donald Mark (Mark) Webb

William M. Davis

Vincent R. Turner

Michael L. Dillard

Emmett C. (Sonny) Dudley

Energy & Utilities

Richard L Lilly

HSPP

Edward Scott Acree

Gary Edward Allen

10 Years

FP&C Health System

Charles D. Flammia AIA

Clyde Edward (Ed) Edgar

Mashal Afredi

Shawn R. Walker

Business Mgmt. Svs.

Richard D. (Rick) Maupin

Operations & Maintenance

Brian Keith (Cefus) Shifflett

Dale Aaron Newton

Michael Shane Clements

Russell Harry Jackson

Jerry Morgan Morris

Sharon Washington Eldridge

Barry G Napier

Jason Edward Simmons

William Jarrell Baird

Glenn Austin Hall

Doris Ann Vest

Joseph N. Gaines

Judy S. Kingrea

Nellie Hill

Swantain S. Reaves

Donald J. Goebel

William Steven (Bill) Griffin

Steven Gregory Wood

Warren L. (Hubba) Wood

Energy & Utilities

Elizabeth B. (Libba) Bowling

Shawn Stephen Wills

Mark D. Christian

HSPP

Royl J. Williams, Jr



After 24 years, Pete Syme retired from Work Management on May 21. Pete started his career with Facilities Management as the first scheduler and then transitioned to Maintenance Superintendent. Once he moved into Work Management, his outstanding work ranged from estimating jobs, to hiring contractors, to serving on search committees. His willingness to serve as a resource, answering countless questions, allowed him to build trust and instill confidence in others. Outside of his work, many of us may remember him and the red bicycle that brought him into our lives each day. Pete's good humor and attention to detail will be missed.



George Woods (5th from left) retired on June 20 after 37 years of service to our Heat Plant Division. George earned recognition over the years for his hard work and dedication to his trade. He also demonstrated his interest in professional development and continued education. Over the years, George completed welding programs, obtained his master mechanical certification, achieved his journeyman level plumbing certificate, completed a Principles of Mechanical Inspection class, and achieved the 1st Class license under the American Society of Power Engineers. During his time with Facilities Management, he has seen the installation and demolition of numerous boilers, and through it all, he committed to keeping the plant reliable, safe, and a better place to work.

Hoo's Retired

With nearly 21 years of service as a Project Manager with FP&C, Pete Thorsen retired on March 24. Though he had many contributions during his career, we all know him best for his initiative and determination in raising the quality of the roofing infrastructure for the buildings across the University. After a 2-day storm shortly after Pete's arrival, 150 work orders for water leakage made it clear that the University had a problem. Pete received certification as a Registered Roofing Observer and raised the standards and specifications which are now used as a model of quality by our architects and contractors. Pete leaves an example of dedication, hard work, and unwavering standards of personal excellence.

Hoo's Transferred & Promoted *

Finance

Tracy Plunkett	Fiscal Ops. Mgr.
Richard Carter	Budget Analyst Sr.

Operations & Maintenance

Robert Bugg	Carpenter
Martin Rush	GenSvs.Equip.Opr.
Kevin Sharrer	Mason Plasterer
Jerry Craig	Planner/Estimator
David Clark	HVAC Sr. Mech.
Mark Stanis.....	Assoc.Dir.Proj. Svs

Health System Physical Plant

Clinton Norris	Mason Plasterer
Christopher Toney	Trades Util, Wkr
Scott Agee	HVAC Sr. Mech.

Energy & Utilities

Travis Henderson	Powerline Worker
Kathy Yarmey	Prof Svs Contracts
Westley Chesser	Electronics Tech
Robert A. Bishop	Welder Senior

**New hires, transfers & promotions from wage/temporary status to full-time, 3/1/08-5/30/08*

New Backup Care Options

The University is pleased to announce a new benefit providing backup care options for your loved ones. This service is being offered through an outside vendor called "Work Options Group". Examples of times when you might need backup care are described on a flyer available at <http://www.hrs.virginia.edu/media/benefits/bcoflyer.pdf>

Some of the program highlights are:

- The care can be center-based or in-home
- Each employee receives a benefit of 10 days per year
- There is a low daily co-pay of \$15 for center-based care and \$30 for in-home care
- Employees are billed for this charge (no money changes hands at point of service) More information is at www.hrs.virginia.edu

Compliments from Customers to...

Plumber Supervisor **Lee Bryant**, Plumbers **Sandy Gardner, Gary Morris, Thomas Evatt** and **Edward Wright**, and Piping Distribution staff **Wayne Morris, Bo Roberts and Chuck Pugh**: I am writing to thank these men for their hard work and assistance. We had a septic tank problem at the Kluge-Ruhe cottage resulting in raw sewage spilling out on the ground. In early April, in the driving sleet, he supervised the digging out of the tank, laying of new pipe and pumping out the old tank. It was a miserable day but Mr. Bryant and his team were outside the entire time...and completed the work. I appreciate their determination - they are doing a great job. -*Margo Smith, Dir/ Curator, Kluge-Ruhe Aboriginal Art Collection*

McCormick Zone Main.Plumbers **Victor Brown** and **Mike Dadezzio** did a great job responding to a call on the backed up drain being in Gilmer. It was late in the day and they responded immediately. - *Wanda Snead, Housekeeping Supervisor*

Supervisor **Brenda Buttner** and Customer Service Representatives **Ernestine Burruss, Karen Fischer, June Jones** and **Darlene Webb**: I would like to take this opportunity to thank you (who I pester quite a bit lately) for always being professional and willing to go out of their way to help us. It's nice to talk to people who take their jobs as seriously as you do. Thanks so much! - *Marilyn Anderson, Office of the Executive Vice President and Provost*

Christine Eppard, FP&C fiscal tech: Christine is very helpful on the billing aspect of our jobs at UVA. When we have a discrepancy, she works until it's resolved. Thanks. *Celeste Ward, Train & Partners Architects*

I want to express my appreciation for the great work done by the McCormick Road Zone Maintenance team under the leadership of **Clarence Wells**. There have been many situations when I have had to ask for repairs on short notice. My requests are always handled effectively and without complaint. The team's service skills combined with their knowledge of the facility are a tremendous asset to the Biology department. I would also like to extend a special thanks to **Don Byers, Vic Brown** and **Ed de Bary** for their help and understanding in resolving difficult issues. - *Ronnie L. Hoover, Biology Fac.Coord.*

And to Everyone who worked Graduation 2008

President Casteen wrote to me about graduation weekend. He commented that everything he saw was "done perfectly." He stated that he "heard nothing but praise for the work done" by several units -- and he made specific reference to **Facilities Management**. He described it as a "staggering amount of work, for several different reasons, and all done with good will and grace." As he pointed out -- "People really do notice these things." I agree completely with John's assessment of the work that was done by Facilities Management. I especially noted the extraordinary attention to details in an environment where

the conditions and locations of events were changing as we progressed throughout the weekend. Please share our appreciation with all the women and men in Facilities Management who made graduation special for so many people. -- *Leonard W. Sandridge, Jr., Executive Vice President and Chief Operating Officer*

Hoo's New*

Human Resources & Training

Adetra Thomas HR Office Assist.
Sarah McComb HR Trng. Coord.

Energy & Utilities

William Myers Trades Util. Wkr.

Facilities Planning & Construction

James Zehmer Proj.Coordinator
Christian Pouncey Senior CAM
Anthony Ditolve Contract Admin.
Taryn Harrison Project Manager
Dade Van Der Werf Sr. Proj. Mgr.

Health System Physical Plant

Vinnie Vawter Exec. Sec'y Sr.
Daniel Ballard Mason/Plasterer
Shawn Trainum Trades UtilitySr.
Joseph Brinson Trades Util. Wkr
Mark Lamonds Trades Utility Sr.
Dominick Wells Trades Utility Sr.

Operations & Maintenance

Walter Harris Carpenter
Jason Puente Trades Util.Wkr
Tammy Carter Hskpr. Worker 1
Brenda Michie Hskpr. Worker 1
Linda Francisco Hskpr. Worker 1
Vern Lamb Plumber
Michael Swanson Trades Util.Wkr
Anthony Cooper Hskpr. Worker 1
Edward Wright Plumber
Willie Hines Hskp. Lead Wkr.
Roland Taylor Trades Util.Sr.
Michael Houchens Painter
Christopher Vetrano Cabinet Builder
Tyrone Hughes Hskpr. Worker 2
Cody Graves Trades Util. Wkr
Markita Poindexter Hskpr. Worker 1
Geraldine Babb Hskpr. Worker 1
Brian Hite Hskpr. Worker 1
Edward Wright Plumber
Greg Streit Maint.Prog.Mgr.



Facilities Management teams set the full "stage" for graduation.

Noted with Regret



Chuck Callaghan, senior review architect with the ASBO team from February 1993 until he retired in April 2005, died April 10. Chuck's many accomplishments included sharing the Facilities Design Guidelines, building a strong relationship with Regional State Fire Marshal and leadership in schematic and preliminary design studies that helped Facilities management establish credibility in providing cost saving without the loss of functional design. His colleague, Sandy Lambert, wrote "Aye, there was an Irish twinkle in his eyes when he often smiled... a bit of mischievous humor to boot. The University came across a good man the day Chuck Callaghan came to work at Facilities Management, and I gained a new friend. Chuck was an experienced, talented architect who could put his ideas into a sketch or a model as fast as his feisty personality could put words in your face. He had no shortage of opinion on most any subject. Above all he was, and still is, my respected proud-to-be-Irish friend." Retired JPJ Arena Director Dick Laurance said, "Chuck

built a multidisciplinary team of experts who dramatically improved the turn-around time for design reviews and provided a ready reference for all code questions." And Engineering and Design Manager Ernie Barber said, "Chuck was truly the quintessential code review professional. Tough. By-the book. Unflappable. Often difficult. But for those of us that knew him well, Chuck was much more. He always cared on a personal level about the people he worked with. He never hesitated to help or support as a professional or a friend. Chuck will be missed."

Thanks for your Service to Our Community



Raul Figueroa (left) and Vern Buchanan were among the 29 Facilities Management staffers who volunteered to give blood at May 29's drive for Virginia Blood Services. Including the benefit of hemapheresis, 30 units were collected from the 27 successful donors. "Thanks to everyone who stepped up to donate," Garth Anderson, Resource Center Manager and Blood Drive Coordinator, said, "We are fulfilling our responsibility to maintain a community blood supply!"

The next blood drive is Thursday, July 24.

Facilities Management's carpentry and sheet metal shops and Resource Center Manager Garth Anderson (standing 2nd from right) worked with the local Youth Leadership Academy (YLA) to build environmentally friendly dog houses as part of their Design+Build+Live Green initiative. Students from Walker Upper Elementary, Charlottesville High, and Jack Jouett Middle School created original drawings of doghouses which featured "rooms" that included TVs, computers and sofas. Garth interpreted the children's hand-drawn designs into drawings that these doggone talented tradespeople followed in helping



construct the doghouses. Supporters included (kneeling, R-L) Kevin Campbell, Mike Clements (standing R-L) Chris Vetrano, Garth, Chief Facilities Officer Don Sundgren (who is also a YLA board member), Greg Clements, Carl Shifflett, Russell Jackson, Jerry Morris, Robbie Campbell, Ricky Morris and (not pictured) Tommie Benson, Greg Bugg, Linwood Marshall, Anthony Whindleton. Steven Clark and Doug Morris also assisted. More information at <http://www.cacfonline.org/cacf/tabid/394/itemid/114/CACF-Announces-2007-Prana-Award-Recipients.aspx>

University Human Resources Update

Career Path Expos

A series of Career Path Expos were held in June to introduce the draft career paths that will support the new University Staff human resource system. The career paths identify essential skills for employees as they grow and enrich their careers. For information on the Facilities career path, please go to <http://www.hrs.virginia.edu/restructuring/careerpaths.html>

Supervisor Targeted Orientations

At the June Supervisor Orientations, participants learned about the initial recommendations for the new University Staff system, and gained better understanding of how those recommendations may impact supervisors.

As part of the Commonwealth's Higher Education Restructuring initiative, nearly 300 of your fellow employees have been working on task forces to help design a system that will allow U.Va. to recruit, retain, and develop a superior workforce to meet the future needs of the University. The restructured system will have new policies for career development, performance evaluation, and compensation, among others. These draft policy recommendations are currently available for comment throughout the University community.

University staff (all employees hired after July 1, 2006) will automatically be enrolled in the new system effective January 2009. This fall, classified staff (those hired before July 1, 2006) and Administrative and Professional faculty, will have the opportunity to enroll in this new system for January 2009. As a result, many of us will be supervising both classified staff and University staff, with different policies for each.

If you have any questions about this communication or the restructuring proposals, please visit the restructuring website at www.hrs.virginia.edu/restructuring or send inquiries to HRrestructuring@virginia.edu.



Perspective Second Quarter 2008

New Education Benefits for Employees

Beginning July 1, each eligible employee may receive up to \$2,000 per calendar year for tuition expenses, not to exceed seven undergraduate credits per semester or six graduate credits per semester. These costs will be funded centrally; departments may supplement that amount at the department's discretion, within the maximum seven undergraduate or six graduate credits per semester.

Education and professional development opportunities that are eligible under the new Education Benefits Program must meet at least one of the following criteria

- Relate to current job duties
- Support the "Employee Learning and Career Development Plan" section of a staff employee's Employee Work Profile
- Required for a job-related degree program (all undergraduate degree programs and courses are considered job-related)
- Required for career development preparation, job-related professional certification or license
- Provide new knowledge and skills to enhance job performance, career development and/or support U.Va.'s mission
- Enhance U.Va.'s ability to respond to current and future needs

Questions? Call Faculty & Staff Career Services at 924-4343.

Meet HR&T's New Staffer

Sarah McComb is the first point of contact for employee human resources assistance. In addition to GED, ESL and EWS, Sarah is responsible for coordinating training. Having worked in the Housing Division, Sarah is excited about having another opportunity to work in a complex department filled with diversity. A Fluvanna County native, she received a BA in Communication from George Mason University and is continuing her education in Human Resources Management here at UVa. Sarah can be reached at 982-5898 or ser7u@virginia.edu



Work in Progress

Carpenters Robert Garland (L) and Anthony Whindleton install the new Chinese railing on the colonnade roof of Pavilion IX. Jody Lahendro, Supervisory Senior Project Manager and leader of the FP&C historic preservation team, explained that this new railing restores Jefferson's original design as determined by recent, extensive research of archival and physical evidence. Over the next few years, all existing colonnade railings and roofs facing the Lawn will be replaced. Others who contributed to this unique project include Carpenters Brian Tinnell, Bill Hodges, Ned Rosson, Walter Harris, Greg Bugg, David Simpson, Linwood Marshall and Tommie Benson; the Paint Shop and electricians from Renovations and Maintenance, Supervisors Steve Clark and Brian Connolly and Steve Clark and Renovations Assistant Director Joe Lane.

Hoo Keeps UVa Running...



Clockwise from top left: Edith Taylor of housekeeping posed briefly by Lincoln Perry's mural of graduation in Old Cabell Hall – everything was ready for Graduation 2008. Consulting on progress were (L-R) Graduation Manager Joe Lane and Tommie Collier while Sound Technician Red Dansey, Contractor David Brooks, Assistant Sound Tech Matthew Brown check microphone cable. Meanwhile on the Lawn, Shop crews place ramps beside terrace steps. The Saturday before the big event, library areas were totally cleaned thanks to Housekeepers (L-R front) Charlotte Anderson, Mary Garrison, Linda Woods, Shannon Agee & Tammy Carter; (L-R standing) Supervisor Kathy Moon, Anita Johnson, Everon Bunyon, Glenn Gianatas & Zone Manger Jannie Fincham. Landscapers Greg



Rogers and Andrew Balderson clear out vegetation.

On June 12, all of Facilities Management celebrated at the Annual Ice Cream Social and Car Show: HVAC Assistant Mechanic Hunter Pearce and his father Bill showed HVAC Mechanic David Bishop (and the crowd that gathered) #17, the NASCAR Whelen All American Series Bill owns and Hunter races in the NASCAR circuit. (Lower R) Lead Plumber Donnie Hackney shows off the 2007 Corvette that he does not race.

