

# A Season of Accomplishments



The 2008 graduates of the University's highly regarded Apprentice Program received their diplomas and congratulations July 23 in the traditional Dome Room ceremony attended by over 100 guests and officials. L-R: Carpenter McKinley Gowin, Director of Energy and Utilities Cheryl Gomez, Electrician Phillip Hamilton, UVa Executive Vice President and Chief Operating Officer Leonard Sandridge, Apprentice Program Manager Rebecca Leinen, Chief Facilities Officer Don Sundgren, Mason/Plaster Barry Higgins, Vice President for Management and Budget Colette Sheehy, Mason/Plasterer Aaron Dierkes, Mason/Plasterer Bert Critzer, Electrician Chris Fox, CATEC Apprentice Coordinator Bruce Bosselman, Regional Apprentice Manager Todd Cook, and Valley

Vocational Technical Center Apprentice Coordinator Scott Gochenour. Electrician Chad Simpson was unavailable for the event. Photos at <http://www.fm.virginia.edu/photos/2008Ceremony/index.html>



Officials congratulated (L-R holding certificates) Dorjee Damdoo for his Voices of Adult Learners winning essay, GED graduates Chris Haney and George Prokopic, PVCC graduates Mike Gibson and June Jones. Russell Jackson, the third GED graduate in 2008, was unavailable for this photo.

Senior Project Manager Annette Cyphers and Senior Construction Administration Manager Richard Sergi did a final walk-through of Kellogg House, the newest of the O-Hill dorms, on August 22 before the 194 first year students and their nine resident staff members arrived the next morning. On the first floor of the 54,000 gross square foot dorm, students will enjoy public service areas and multi-purpose spaces. Floors 2-5 include student rooms, common rooms and lounge spaces all having impressive views of the Blue Ridge Mountains. More projects on pages 2-3.



## July-September 2008 In This Issue

Projects Completed!.....	2-3
Hoo's New, Retired, Promoted 4	
Compliments to You Hoos.....	5
UHR Updates.....	4, 7
New Apprentices & Safety.....	6
Summer "Olympics".....	6
Updates from UHR.....	7
Building Services Goes Green.	8

# A Summer of Completions...



(Above) **Campbell Hall** Senior Project Manager Annette Cyphers and Senior Construction Administration Manager Steve Ratliff survey the outside classroom and gabion (rock) wall of the **Campbell Hall South Addition**. Completed in August in time for students' return, this project gives the school 26 new offices and two classrooms in a two story steel frame structure. Construction on the East Addition was also completed in time for the students' return. The tall, thin, concrete structure provides studio spaces and will serve as the new face of the Architecture School.



(Left) Senior Project Manager Shannon Barras and Senior Construction Administration Manager Steve Ratliff inspected **Ruffin Hall** which will be home to the Studio Art program of the McIntire Department of Art. The new facility provides studio spaces for painting, drawing, printmaking, sculpture, paper making, digital art and photography as well as a gallery, faculty offices and seminar rooms. The building was ready for classes August 27. The three story, 42,000 gross square foot building has a major entrance on the top floor from Bayly Road and the University Art Museum, a second floor linkage with Campbell Hall on the west, and a primary entrance to the lower floor from Culbreth Lane on the north side near the Drama Building.



Fire Systems Supervisor Frank Coffman (right) and Technician Matt Acree played a critical role in the inspection and testing of firesystems in all the newly completed buildings. Fire System Apprentice Alex Harlow (center) learned first hand about systems in the University's expanding facilities. They're shown here outside **Ruffin Hall**.



*Tracy McFadden Photo*

Above (L-R) Senior Construction Administration Manager Sean Hole, Construction Administration Manager Bree Knick, and Mark Stanis who served as Senior Project Manager during the two-year construction, completed their work for the **Claude Moore Nursing Education Center** in July. The Nursing School expanded from the original 1972 Nursing School (McLeod Hall) across 15<sup>th</sup> Street NW in time for the new academic year. (Above right) The four-story, 32,000 square foot building expands physical space, allowing introduction of new programs and cutting-edge technology. As seen in the left photo above, the building includes an open stairwell spanning all four floors "...to promote fitness and interaction," according to the School's website. Large windows will bring in natural light. A commons area and adjacent café will give students, faculty, and staff a place to meet and enjoy healthy nutrition throughout the day.

*Continued from page 1: Senior Project Manager Annette Cyphers and Construction Administration Manager Richard Sergi explain that the star insignia on each floor of the new **Kellogg House** signified connection of all University facilities throughout Grounds. Construction projects newly completed as well as that currently underway and in design indicate the University's growth and Facilities Management's increasing responsibilities.*



Right photo L-R: Construction Administration Manager Charlie Durrer, Project Manager Mike Garascia and Brad Petterson, Principal Engineer of Affiliated Engineers, Inc. were making a scheduled inspection of the **South Chiller Plant Expansion, Phase II**, which is scheduled for completion in October. The facility will provide an additional 4,000 tons of additional cooling capacity to the existing cooling system for UVA Health System and additional chilled water capacity for the Carter Harrison Research Center and the University's School of Nursing. "Phase II has been a smooth and very successful project, and will be completed on time and on budget. A number of departments and individuals within the University provided support ensuring that the project progressed in a systematic and orderly manner," Mike said.



# Hoo's Retired

Garth Anderson Photo



**Jo Lawson, FAIA**, retired August 24 after more than 18 years with the University. Her first assignments as a Senior Project Manager for Facilities Planning & Construction included the Physics Building Addition, North Grounds Recreation Center Addition, and initial planning for the Aquatic and Fitness Center. In 1993, she was selected to be the Capital Programs Division Manager.

At that time, University construction enjoyed General Obligation Bond funding for a number of large facilities, including the Newcomb Hall Renovation & Addition and the Central Grounds Parking Garage & Bookstore. In 1999, Jo was named a fellow of the American Institute of Architects (AIA), one of the highest honors the AIA can bestow upon a member. In 2001, Jo became the Facilities Project Planner for Facilities Management, working closely with the Architect for the University to preserve and develop an academic environment. For the past three years she served as Project Director for the Rouss Hall Addition & Renovation for the McIntire School of Commerce. Facilities Management will continue to work with Jo in her new position as the Operations Director for the McIntire School of Commerce Foundation.



**Mickey Davis**, an electrician with the Renovations Division for over 16 years, retired July 24 after contributing to hundreds of projects throughout the University. Among his accomplishments was an outstanding contribution award for his January 2004 work with the team who renovated the University's baseball stadium's

batting practice cages. In a letter of congratulations, Chief Facilities Officer Don Sundgren notes that this improvement allowed our Cavalier baseball team to hone their skills on the field and was one of the reasons they have achieved national ranking. Mickey also worked long hours and weekends retrofitting lighting fixtures in University buildings; the results not only made UVA more energy efficient with lower operational costs but also earned many awards from the Environmental Protection Agency. In addition to mentoring aspiring electricians in our Apprentice Program, Mickey's work ethic and skill also helped the Renovations Division to compete with contractors and prove beyond a doubt that the services provided were both efficient and effective.

## Hoo's New\*

### Operations & Maintenance

David Coon	Construction Supt.
Crystal Banks	Housekpg Wkr 1
Ruben Trujillo	Grounds Wkr Sr
Juanita Reddick	Housekpg Wkr 1
Tiffany Agee	Housekpg Wkr 1
Deborah Butler	Housekpg Wkr 1
William Hussey	Electrician
Matthew Robinson	Trades Util Sr Wkr
Susan Baber	Housekpg Wkr 1
Bryan Sandridge	HVAC Mechanic
Jason Wilson	HVAC App.
Colin Payne	Mason App..
Scott Marsh	Plumber App.
Alexander Harlow	Fire Systems App
Joshua Ferguson	Carpenter App.
Carrie Seningen	Electrician App.
Jonathan Cubbage	Elevator App.
Jennifer Mariorano	Carpenter App.
Emily Gray	Grounds Worker

### Facilities Planning & Construction

Stephen Dempsey Sr Project Mgr.

### Finance

Berhan Aljiji Fiscal Tech. Sr.

### Energy & Utilities

Mohamed Mohamud	Recycling Wkr
Shawn Campbell	Recycling Wkr
John Clark	Recycl. Superv
Justin Edward	Sys. Cont. Ctr. Op.

### Health System Physical Plant

Alvin Deane, Jr.	HVAC Mechanic
Ronald Reynolds	Trades Util Sr
Antony Koolipurackal	HVAC App

### Space & Real Estate

Louise Gilliam Contract Admin.

Duane Gough was promoted to Housekeeping Leadworker on March 24, 2008. We apologize for the omission in the last issue of Perspective. Congratulations, Duane!

## Transferred & Promoted

### Operations & Maintenance

Dorjee N. Damdoo	Plasterer App.
Adam C. Proffitt	HVAC App.
James O'Rourke	Electrician App.
John D. Hicks	HVAC Mechanic
Donnie Hackney	Plumber
Christopher Brooks	Landscape Wkr
Travis Mawyer	Landscp. Supv Sr

### Facilities Planning & Construction

Charlotte L. Philen Project Coord.

### Information Systems

Jarrett A. Arnette Network Analyst

### Energy & Utilities

Westley J. Chesser Elect. Technician

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

# Compliments from Customers to...

**Rufus Rush, Kenney Smith,** and **Logan McGann:** Special recognition is in order for the extra effort the Asbestos Crew put into the VDD cabling installation job for Radiology. Missing paperwork threatened the short timeframe but because Rufus took the initiative, and **Vinnie Vawter** of HSPP assisted, a permit copy was obtained ...Rufus and his crew stayed late into the night completing the work to meet our deadline. On behalf of the Radiology Department, thanks again to each of you for going the extra mile.-- *Burl Manis, Facility Research Maintenance Coordinator, Radiology Dept.*

**Electricians Henry Garrison and Mark Gragg, Robert Marks, Chad Simpson, J. R. Jackson, Joey Fitzgerald, Eddie Kidd** did a great job and were a pleasure to work with. Please extend our thanks to them.- *Donna Tolson, Head of Clemons Library*

I would like to add my congratulations and thanks to the **Electricians named above** for the outstanding work they did. On time and under budget too. That's the whole package. The class of 2012 is going to have a great new place to learn and study and Facilities Management people were a big part of it. - *Doug Hurd, Director of Facilities, UVA Library*

**Virgie Chambers,** Housekeeper for the South Lawn Construction Project jobsite trailer: We are very pleased with the job **Mike Johnson** and Virgie have been doing here. They are very diligent and perform a great service for us. When Virgie learned that we were hosting a Community Dinner, she spent extra time making sure the entire trailer was as clean as possible. I really appreciate her efforts. She went over and above making sure the trailer was very clean and looked good. I really appreciate her efforts...-- *Glenda Mack, Barton Malow Co., Project Office Manager, South Lawn Project*

**Warren Wood** provided signage for our new hospitality house which provides temporary lodging for patients and their guests at the Medical Center. We needed quite a few signs for our new facility. Warren did an excellent job and the signs look great. We really appreciate the help that he provided and the excellent job that he did. -- *Sally LeBeau, Medical Center Manager, Patient & Guest Services*

**Josh Beverly, Chris Toney, Maurice Gough, and Phil Woodson of HSPP:** I appreciate working with Josh Beverly, Trades Utility Senior Worker and his Team. We have had several jobs moving offices and delivering items to surplus. They were always very courteous, helpful and certainly know how to get their jobs done. We certainly appreciate their efficiency and expertise. You are very fortunate to have them in your department. -- *Donna L. Ferneyhough, Exec.Assistant to Prof. & Chair, Emergency Medicine*

**Kimberly Morris and Crystal Banks** of Building Services for "Above and Beyond" performance: When I mentioned that the bathrooms in Carruthers needed attention (due to no fault of the current team - Crystal is doing a great job despite the backlog), Kimberly took immediate action. She and Crystal did a thorough cleaning and did the best possible on the floor and washed down everything from top to bottom. My sincere appreciation goes to Kimberly for taking the time to listen and take action and, most of all, to Kimberly and Crystal for the spirit they both showed in performing this task.- *Sharon Drumheller, Field Service Engineer, Supervisor*

**Charlotte Anderson, Tammy Carter, Joseph Newton, Jannie Fincham:** Thank you for the floor work you did on the first floor of Alderman Library – it is outstanding. Professionally done floors always make a space look better. Thank you

also for more outstanding work on the 4<sup>th</sup> floor, done on short notice. You all are the best. -*Douglas P. Hurd, Director, Library Facilities*

**Jannie Fincham and Mitchell Johnson** of Building Services: Because of the rain, there was a flood in Alderman, 1<sup>st</sup> floor, August 28. Part of the carpet in my room was covered with muddy water. Our disaster team in Alderman used a shop vac to remove the excess water and I thought that I would only need a fan on it to dry. But, Jannie and Mitch had other plans and got my carpet scrubbed and cleaned of any muddy residue. I just want to say how much I appreciate a job well done. – *Donna Barbour, Lending/Retrieval/Scanning Manager, Alderman Library*

**Dan McGeehan and Vic Brown,** McCormick Zone Plumbers, figured out the cause of an unidentifiable but very annoying noise that was driving me crazy ... and they seem to have fixed it. I haven't heard a peep from the pipes all afternoon. I really appreciated that you all made the effort to help me. The guys were great and it is so nice to have peace and quiet! – *Erika Evans, Ctr Coord/Research Spec., Engineering Dept.*

**Troy Miller:** Recently I was visiting a patient at UVA and, in a hurry as always, I locked my keys in my car. I didn't know what to do. Security called **Locksmith Senior Troy Miller** who quickly unlocked my car. I was impressed not just that he helped me but that he also was so gracious. Mr. Miller provides a great service to visitors and he should be recognized for his dedication. – *Linda Wood, Admissions Director, Lovingson Healthcare Center*  
NOTE: Troy was presented with the Health Systems official "You Make A Difference" certificate shortly after this letter arrived. He will also be recognized in the Knowledge Link and will be honored during National Hospital Week.



## Meet the Apprentice Class of 2012

UVa's 2008 entering class of apprentices completed their first safety orientation and received their safety kits August 1. Training was taught by Facilities Management Safety Managers Mark Breedon (standing far left) and Brian Shifflett (standing far right). Prospective members of the Class of 2012 and their assignments are (seated L-R) Carrie Seningen, electrical renovations; Jason Ferguson, carpentry renovations; Jason Wilson, HVAC, N. Grounds

Zone; Dorjee Damdo, plasterer renovations; (standing L-R) Jennifer Maiorano, carpentry renovations; Alex Harlow, fire systems; Adam Profitt, HVAC, McCormick Zone; Colin Payne, masonry, Historic District; Scott Marsh, plumbing renovations; and Antony Koolipurackal, HVAC, HSPP. More photos of the July 23 induction are on the web at <http://www.fm.virginia.edu/photos/2008Ceremony/index.html>

## Annual Traditions and Community Service

Thank you to all who participated in the July 24 Blood Drive! Six people donated via hemapheresis, the instrument that separates red blood cells from plasma and allows a donor to provide *two units* of red blood cells. One new donor and 20 others provided 27 units of blood for use at UVa and Martha Jefferson hospitals, and Augusta Medical Center! Watch for posters announcing the next Blood drive. - *Garth Anderson, Virginia Blood Services' Coordinator for Fac. Mgmt.*



(Left) William Meyer and (above) Supervisors Bruce Fraser and John Clark were among Recycling's many employees who worked furiously weekdays and throughout the weekend to have dorms equipped with recycling bins and ready for the return of thousands of students including more than 3200 first years.

Electrician Gary Shifflett hasn't forgotten the way to the barber shop - He has a good reason for those curls escaping from his hat: Gary is letting his locks grow until the length is right for cutting for donation to Locks of Love to be made into wigs for disadvantaged children who lost their hair due to medical conditions. Info at <http://www.locksoflove.org/>



# Human Resources Restructuring

During UHR's six-week open comment period, University employees provided opinions and questions regarding the restructuring goals. Your input was sent back to the task forces for their review. Now those recommendations are before restructuring advisory and executive committees. The finalized policies will be posted by the end of September on [www.hrs.virginia.edu/restructuring](http://www.hrs.virginia.edu/restructuring).

Restructuring will offer those employees who were hired as Classified Staff or Faculty the choice of converting to University Staff status. That choice must be made during Restructuring Enrollment from October through December. Supervisors

The following information summarizes a September 2 email from Vice President and Chief Human Resources Officer Susan A. Carkeek. For clarification or further details, please visit the web links mentioned below.

The purpose of Human Resources Restructuring is to put into place a new human resources system that is more responsive to the needs of you the employees, the University and the marketplace. As explained on the UHR website, under the Commonwealth's Restructured Higher Education Financial and Administrative Operations Act, the University of Virginia gains increased autonomy and flexibility in several areas besides human resources, including procurement, construction, finance, and IT. For information on these other areas, please visit [www.virginia.edu/restructuring](http://www.virginia.edu/restructuring).

and managers who may oversee both Classified and University staff starting in January 2009 are strongly encouraged to attend one of the several three-hour Manager

Training sessions offered from September 23-October 24. Please sign up for a session at <http://www.virginia.edu/integratedsystem/launcher.html>.

The University of Virginia has a zero-tolerance policy against violence in the workplace. Confidential assistance or services are available from:

Rebecca Leinen, Human Resources Director  
for Facilities Management 982-5896

University Human Resources Consulting Services: 924-4105  
University Faculty and Employee Assistance Program 1-866-950-0159  
University Police: 911 (Emergency) or 924-7166 (Non-Emergency)

## On a Lighter Note...

To kickoff the July 4 holiday weekend and the Olympic season, Landscape Supervisors Scott Burns, Todd Romanac, Travis Mawyer and Tim Spencer took the plunge to settle a long-standing bet on who was the strongest swimmer with a 1-lap (50 yards) competition at the Aquatics and Fitness Center. Five-time triathlon competitor Travis Mawyer, Landscape Supervisor Senior, won with a time of 28.48 seconds! Travis was among the top third in his most recent triathlon (9 mile swim, 26 mile bike ride, and 6 mile run) and will enter his first Half-Ironman distance race (1.2 mile swim, 56 mile bike and 13.1 mile run) this September. He is training for the full Iron Man Distance race in 2010.



In the Integrated System self service, search for these sessions using "HR System" in the learning tool.

UHR is also planning more town hall meetings scheduled for:

Oct. 14, Jordan Hall,  
Nov. 5, Newcomb Hall  
December 3 at the Darden  
School of Business.

Times and room locations will be posted shortly.

At the November 13 Benefits Resource Fair, employees are invited to talk with HR and Peer Advisors and better understand the new system.

Peer Advisors will play an important role in helping Classified Staff and Faculty evaluate the benefits of converting to the new University Staff system. Peer Advisors will get specific training so that they can serve confidently in their role during enrollment.

At Facilities Management, Peer Advisors' names and contact information will be available from Human Resources and Training, Employee Council members and work center bulletin boards.

UHR is working to anticipate what you need to know to make the best decision in the months to come. Additional frequently asked questions are posted at [www.hrs.virginia.edu/restructuring](http://www.hrs.virginia.edu/restructuring). If you don't see the answer to your question, ask UHR at [hrrestructuring@virginia.edu](mailto:hrrestructuring@virginia.edu).

## UVa Building Services is Going Green

Twenty Building Services supervisors completed green cleaning and cleaning for health seminar June 26-27. The training emphasized Facilities Management's importance in a greener, healthier world, and was taught on site by a licensed environmental consultant.

"We clean for health first, appearance second," Superintendent Bob Carman explained. "Our intent for Building Services is that every new building will be green and many existing buildings will go green." Green cleaning protects health without harming the environment, he added, and sustainability meets today's needs without compromising the ability of future generations to meet their needs.



Building services supervisors who completed the first Green cleaning class are (seated) Joyce Brown, Wanda Snead, Vivian Walls, Jeanne Steppe and Mike Fitzgerald; (standing) Hattie Agee, Wanda Lucas, Sharon Eldridge, Cynthia Madden, Phyllis Gough, Kathy Moon, Doris Vest, Reggie McGhee and Joey Newton. Below (L-R) Superintendent Bob Carman and Supervisor Jim Williams met later to share a draft of the "green procedure" plan.

"Going green is the right thing to do for the health of the Building Services employees as well as that of everyone in the building," Bob explained. "We're taking a proactive approach by switching over to green before it is mandated by government regulations because we *want* to do this. Also, green cleaning can earn the University points toward LEED (Leadership in Energy and Environmental Design) certification."

For the last two years, Building Services has been testing "green" cleaning products which are officially defined as Green Seal cleaning products that are environmentally friendly and biodegradable. "Our vendors tell us that we are ahead of other state universities in our efforts to go green," Bob added. New equipment such as lower decibel vacuum cleaners, HEPA filter and dust control systems will also be required.



Going green requires a specific cleaning plan for each building – Building Services is developing a green procedure manual to ensure that plan. A second vital phase of "going green" is establishing communication goals and stewardship among the building occupants, the HVAC staff, Landscape, and Building Services.

"Another positive to going green is that Building Services staff will work toward higher professional standards through continued training and education. They will carry out healthy, high performance cleaning and could be referred to as environmental hygiene technicians," Bob concluded.

Building Services supervisors like Vivian Walls agreed: "There's lots of work to be done to change over but it will be interesting and everyone will have to work together." "Green cleaning is necessary for the sustainability of our environment for future generations," Hattie Agee summarized. "The 'way we've always done it' needs to be replaced and Facilities Management's Building Services is setting an example."

"The green movement is here to stay and Building Services is on board and moving forward," Jim Williams, assistant superintendent for Building Services, concluded. Jim also noted that, after receiving the training, he and others have made better choices in their personal lives to protect the environment.