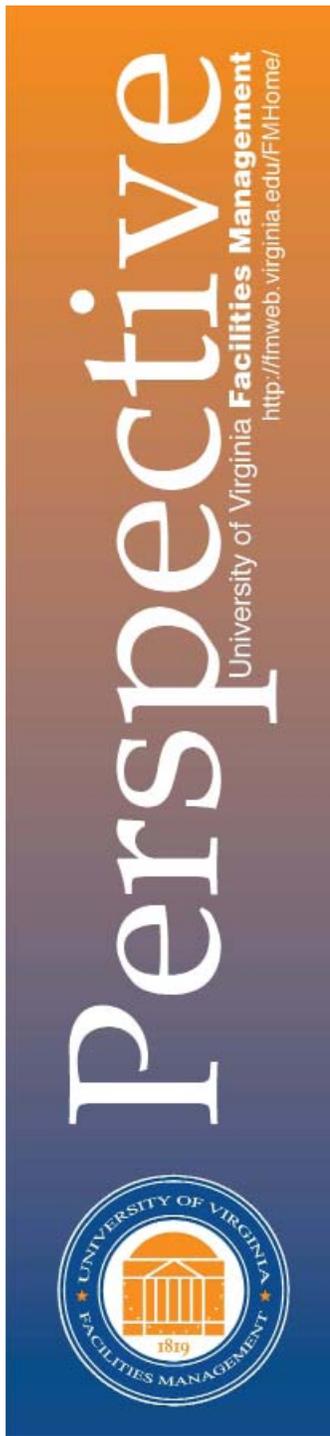


# 2010 Opens with Impressive Accomplishments



Jan Feb Mar 2010

Hoo Retired.....2  
 Congratulations!.....3  
 New HR&T Website.....3  
 Leadership Forum.....4  
 Design Inforum.....5  
 Compliments..... 6  
 Noted with Regret.....3,7  
 Blizzard Record, First LEED ...7  
 Calendar Notes, Safety.....8  
 This issue is available on line at  
<http://www.fm.virginia.edu/PerspectiveNewsletter.aspx>

Perspective First Quarter 2010

**The Emily Couric Clinical Cancer Center team** (L-R)– Senior Project Manager Fred Dunn, Construction Administration Manager Bree Knick, Construction Administration Manager Dave Watkins, Senior Construction Administration Manager Chris Hoy – pose in front of the 150,000 sq. ft. facility that will provide all adult outpatient cancer diagnostic and treatment services. The Center will offer comprehensive services for patient care, including infusion, imaging, hematology and



oncology clinics and state-of-the-art tomotherapy. Named in honor of the late State Senator Emily Couric, a highly respected member of the University and Charlottesville/Albemarle communities who, before she died of pancreatic cancer in 2001, asked the community to “envision a cancer center dedicated to meeting the individual needs of each patient and to treating the whole person, not just the disease.” The \$74 million structure is scheduled for occupancy in spring of 2011.

– Photo by Isaac Halstead, HS FP&C

**Director of Energy & Utilities Cheryl Gomez** (shown here with Delta Force Leader Ed Brooks) addressed the February meeting of the University Board of Visitors to outline the challenges and efforts underway to achieve the University’s goal of reducing its carbon footprint to the 260,000 metric tons of carbon dioxide emissions (MTeCO2) produced in 2000. In 2008, we had 325,000 MTeCO2 and we project 412,000 in 2020, she noted. Between 2009-2012, the University will grow by almost 1.2 million gross square feet, she added. UVA’s “Carbon Footprint Management” amid this growth and redevelopment is focusing on conservation efforts. The Medical Research Building 4 (MR4) Retro-Commissioning by the Energy & Utility (E&U) Delta Force cost \$434,000 but produced a \$408,000 savings in the *first* year. E&U’s Delta Force is the specialized team of trades and engineers whose expertise is directed at revamping conservation capabilities. The name evolved from US Army’s elite special operations force. Delta Force is taking their operation to other buildings including Jordan Hall Addition, Chemistry Building & Addition, and Multistory Building. For more information on E&U’s progressive energy conservation program, visit <http://utilities.fm.virginia.edu/>



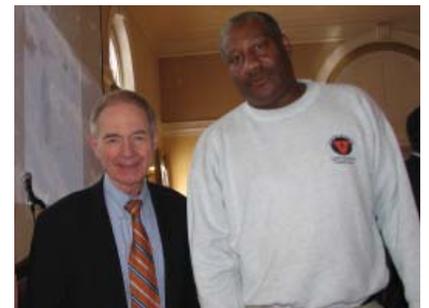
–Photo by Dan Addison, UVA Public Affairs

Over 400 Facilities Management essential employees like Kenny Smith (L photo) showed their dedication to the University by working nights and weekends for three record-breaking snowstorms. While other schools were closed for several days, the University was closed only two. A March 8 Appreciation Reception honored the “Blizzard Wizards” many of whom left their families snowed in at home without electricity to attend to snow control at UVA.



At that event, a proclamation recognizing Leonard Sandridge (below, L), who “During snow storms, invariably shows up in the Landscape Shop around 4 a.m.” asking about the snowplowing efforts...” was presented with a special pass to ride shotgun in snowplow events with Snow Czar Frank Hill (R).

More photos on page 7. The “Snow Show” presented at the event is available at <http://fmweb.virginia.edu/photos/SnowShow/>  
 Left Photo by Mike Merriam, Ops & Maintenance



## Best Wishes to the Recent Retirees...



**Evelyn Watkins** (2nd from left) was presented flowers and a plaque by Building Services colleagues Jannie Fincham, Bob Carman and Jimmy Williams when many of her coworkers and friends gathered to celebrate her retirement January 29 after 32 years of service to the University. She began her career as a temporary building services staffer from 1975-1985 and was rehired in 1987 on a full-time basis. During her career with the University, she received numerous accolades for her exceptional work. In April, 1997, a letter of appreciation from the Curry School of Education thanked Ms. Watkins for “the extra effort you and your co-workers put forth to obtain the best cleanliness and appearance levels possible in Ruffner Hall for Education Day.” Shortly afterward, she was promoted to a Building Services Worker 2. In 2001, University Librarian Karin Wittenborg recognized Ms. Watkins and others at Alderman Library by saying, “what an excellent job the building services staff does in keeping this old and heavily used building in such good shape...UVa building services staff does the best job I have encountered within a number of other universities.”



**Henry Reid** of Health System Physical Plant (HSPP) retired January 15 after 11 years of service to Facilities Management and UVa. In a letter of congratulations, Chief Facilities Officer Don Sundgren said to Mr. Reid, “...since you joined the University in 1998 as HSPP Store Clerk, the number of University buildings has grown to over 500 and Facilities Management has grown to over 900 employees. What has not changed is your dedication, work ethic, and desire to provide the best possible service to our customers. Clearly the numerous accolades you have received over the years confirm your performance.” Supervisor Phillip Brown described Henry as “an asset in ensuring purchase order documentation being accurate. In addition, he has been able to meet the increased demands in receiving.” Many other comments reflected Mr. Reid’s integrity and sensibility in providing excellent service to HSPP customers and the University. Even during times of organizational change, Henry has been “a dedicated employee...” recalls HSPP Director John Rainey.

**Tommie Collier** (seated) and his wife Rachel shared laughs with colleagues who gathered to celebrate his January 28 retirement and 35 years of service to UVa. Since Tommie started his career at UVa in September 1973 as a carpenter’s assistant, his commitment has earned several promotions. In 2005, he was promoted to supervisor senior with responsibility for the paint, sign, and cabinet shops for the Renovations division. In a letter of congratulations, Don



Don Sundgren noted that an Alumni Association member summed up Tommie’s career perfectly: “Tommie, you seemed to be everywhere helping us out of tough situations.” Tommie’s work with special and sponsored events for the University included the construction of specific venues for such dignitaries as Presidents Reagan and Bush, Queen Elizabeth and Prince Phillip, the Emperor and Empress of Japan, Russian President Gorbachav, and the Dalai Lama. Tommie has been a key participant in Graduation, Fall Convocation, Reunions and football weekends for many years.

# Congratulations on Your Accomplishments...

**Kevin Lawrence** earned his Commonwealth of Virginia State Elevator Mechanic Certification in December after successfully completing over 182 hours of classroom instruction as well as on-the-job training, and passing the State exam. “Kevin is currently the third mechanic at UVa to obtain a state recognized elevator mechanic’s certification and part of an enthusiastic group of elevator personnel from the Academic and Hospital Departments who are excelling in our educational program,” Elevator Maintenance Supervisor Eddie Morris said.

**Kristin Carter**, P.E., Environmental Engineer with Energy & Utilities earned Virginia Dept. of Conservation and Recreation (DCR) certification as an erosion and sediment control (E&SC) combined administrator. Certification required successful completion of three training sessions and a 4.5 hour exam. With this certification, Kristin may administer UVa’s E&SC program and conduct inspections of construction sites. In addition, the certification allows her to provide E&SC plan review services for UVa projects, which is currently contracted out to the Thomas Jefferson Soil and Water Conservation District.

**Sarah McComb**, Training Coordinator/HR Assistant with Human Resources & Training, completed her certificate in Leadership in Human Resources Management from UVa’s School of Continuing & Professional Studies last fall. This certificate required the completion of 15 credit hours of graduate coursework and included instruction on Human Resources responsibilities such as staffing, compensation, organizational development, and performance management.



**Brigitte Broohm** of Building Services read her award-winning essay “Africa Color” at the March 18 Voices of Adult Learners event during the Annual Virginia Festival of the Book. Originally from Togo, West Africa and

a fashion designer by trade, Brigitte was also a winner in the 2009 Voices competition.

## You Have Connections:

Employee Connection, a new program launched February 1, gives staff, faculty and their families a link to high-quality, healthcare through a single point of contact. A dedicated phone line (243-3675) to UVa Health System will connect you to an ambassador who will be on call to:

- Assist with scheduling appointments
- Offer guidance on the physician referral process; answer any questions

More information is available at <http://www.healthsystem.virginia.edu/internet/UVAEmployeeConnection/>

The Health System has committed to providing UVa employees and their families a primary care appointment within 2 business days, non-procedural radiology services within 3 business days, and a specialty care appointment within five business days.

If you already have a primary care provider, you can use UVa for your specialty care needs and UVa’s shuttle service is available to take you to and from your appointments. The schedule is available at <http://www.healthsystem.virginia.edu/internet/transportation/>

## New HR&T Website has Answers & More...

Human Resources & Training invites readers to visit our completely updated and redesigned website at <http://www.fm.virginia.edu/hrt>

Our goal is to offer a meaningful and user-friendly resource to FM employees and supervisors, as well as the University community.

As you navigate the site, you will find general information on many topics as well as the processes which apply to them. In addition, commonly used forms can be filled in online and include areas such as performance management, rewards & recognition, and more.

Check out the photo galleries on the Apprenticeship, Service Awards, and Contact Us pages to see some familiar faces. We welcome your suggestions – let us know of additional items we could include that would be helpful to you.

Programmer/Analyst Betsy Daniel of Operations & Maintenance volunteered her time and talents as webmaster and designer. Also contributing were HR&T Director Rebecca Leinen and Training Coordinator/HR Assistant Sarah McComb; photography is by Betty Wooding and University Photographer Dan Addison.

## Noted with Regret

William “Buddy” Estes of our mason/plastering shop from July 1979 until December 1994, died March 21. A highly respected brick mason, Buddy restored and maintained Jefferson’s serpentine walls as well as the Pavilion garden walls and the herringbone walks throughout the University.



*Buddy Estes at his retirement party, December 1994.*

# Leadership Forum



Newcomb Zone Building Svs. Supervisor Violet Snipes-Azzi and FEAP's Ida Perea discuss identity theft.



VP for Management & Budget Colette Sheehy shared a laugh with Jody Lahendro and Eddie Morris.



Leadership Consultant Eric Conley (L) thanks Sophal Enn and Robert Adcock for their participation.



Sonny Rea, Otis Hackett, Justin Callihan and others at the table test their listening and recollection skills in the Forum's opening exercise.

Facilities Management's Annual Leadership Forum, held February 3-4, presented a range of speakers, activities and workshops supporting the 2010 theme, The Whole Leader.

During the two-day Forum, 150 supervisors participated in team building and capstone activities. Eric Coleman, Senior Organization Development/Leadership Development Consultant of the UVa Leadership Development Center, lead the day's events, with assistance from colleagues Bryan Garey, Director of UVa Employee Development, and Tamara Sole, Learning & Development Manager.

Workshops addressed topics applicable to current trends: Owen McKenzie, Director of UVa's Faculty Employee Assistance Program (FEAP), presented "Stress Management"; Ida Perea, FEAP Consultant, presented "Managing & Protecting Your Credit"; and Thomas Miller, Medical Center Supervisor, UVa WorkMed, addressed "Work & Work-Life Balance."

Our annual Leadership Forums were established in December 2005 by Deputy CFO Rick Rice, with assistance from HR&T, to give supervisors new and carefully researched skills in communications, teambuilding and leadership.



Listening intently were (L-R) J.B. Agee, Wanda Lucas, and (in back) Florine Early, Vince Muscarella and others.



Spike Weeks, Elaine Gall, Steven Clark, Ruta Vasiukevicius and others team to build a rope star.



Competing in the rope star race was the team of Sonny Beale, Top Reuschling, Don Sundgren, Mark Fitzgerald, Jim Jackson and others.



Earlier that day, participants learned how to handle stress. Completing stress surveys were (back to front): Spike Weeks, Bill Elliott, Tom McRay, Felix Crawford and Charles Flammia.



Dawn Roach and Kenn McDermott enjoyed the dialog.

# Design Inforum



FP&C's sixteenth Inforum, held March 10 on Grounds, was attended by 128 representatives from 93 different organizations. Inforum provides an opportunity for architectural, engineering and construction professionals to meet informally with FP&C staff to exchange information and learn about the planning, design and construction process at the University of Virginia. The exchanges among staff and clients was energetic and productive as seen in photos on this page. Above L-R: Director of FP&C Sack Johannesmeyer (R) explains a process to a guest. Contract Administration's Martin Best and Patricia Clifton greet contractors. Matt Tiffault (C) and Ruta Vasiukevicius of the Resource Center present drawings.



Talking with guests are HS FP&C's Jim Loman (R); FP&C's Stephen Nelson (L) and FP&C's Paige Hackler and Ryan Taylor (C)



(R) FP&C's Steve Ratliff

(L) HS FP&C's Charles Flammia and (R) FP&C's Lynn Rush

FP&C's Kate Meyer



FP&C Admin. Staff (L-R) Molly Shifflett, Kim Breeden, Betty Bowman, Maria Ragland

Center: FP&C's Amy Eichenberger

FP&C's Craig Hilten & Charlotte Philen



FP&C's Dade Van Der Werf

FP&C's Stephen Dempsey

(R) FP&C E&D Ernie Barber

Resource Ctr. Mgr. Garth Anderson & Deputy CFO Rick Rice

# Compliments from Customers...

To **Lynn Rush** of FP&C: Thanks for all the attention paid to the Caplin Pavilion project. The modification is a significant aesthetic improvement and we appreciate your attending to this while I was away. . With dramatic results like this, I should go away more often. - *Bill Bergen, Assistant Dean for Admin. Services, School of Law*

To **Gene Bellomy** and **Scott Johnson** of the Lock Shop: The Health System had an urgent need to rekey an off-grounds, two-story building that one of the departments had just leased in order to facilitate an immediate acquisition. Gene and Scott met with me on a Wednesday and the building was rekeyed by the following Monday. This quick turn-around is especially appreciated given that Charlottesville experienced its first significant snowfall in years that weekend. Thank you, Gene and Scott, for meeting the Health System's needs on this time-sensitive project...and for a job well done! - *Michael Payne, Facilities Planner, Dept. of Fac. Planning and Capital Development*

To **Tony Santana and the new Newcomb Zone Maintenance Team**: Since the transition to "Zone Maintenance" and appointment of Tony, I have not had ANY trouble with maintenance requests dealing with heat issues, water damage, or even

pesky squirrels in Peabody Hall. ...The technicians assigned to my area are absolutely wonderful. I appreciate knowing who will be servicing our building, and their attention to all of my requests, no matter how small. I am well pleased with progress reports provided before their departure at the end of the day or completion of the project. Through Tony's leadership, I believe "Zone Maintenance" is better serving our needs and is cost effective.... Tony provides outstanding customer service and strives to provide the best quality and service available.... Thank you. - *One satisfied customer, Gail Hundley, Executive Assistant to the Dean of Admission*

To **Glenda Ferguson** and her staff for the excellent help with our move from New Cabell Hall to the South Lawn. This was a major undertaking and I would like to commend Glenda for her hard work and dedication. Glenda went well beyond what could be expected, delivering large volumes of boxes, tape and tape dispenser in a moment's notice. We appreciated your department's help and feel the University of Virginia is very fortunate to have employees such as Glenda and her staff. -*Sue Sherrill, Politics Administrative Supervisor, Department of Politics*

To **Snow Control Crews**: Every morning this week (Feb 3), I've seen **workers out around Grounds** shoveling and sanding the sidewalks and stairs. When I don't see them, I see the clean walkways they've left behind. Words can't express how thankful I am for the work they've done and continue to do, despite the cold temperatures and weather forecasts... Please convey my warmest, most heartfelt gratitude to them and to the rest of **Facilities Management!** - *Sincerely, Tiffany Lee*

To **Greg Goff**, HSPP Zone 1 Master Maintenance Technician, on his response to an afterhours service call at Snyder Research in mid-February 20. The hot water system had failed, potentially creating a major issue due to the sub-freezing temperatures at that time. Greg's diligence, perseverance, and a little help over the phone, let him to rectify the problem and prevent any major damage ... You are lucky to have such an employee. - *Mark Conner, HSPP Zone 4, Fontaine Research Park*

To **Editha D. Galos**, who is friendly, efficient and hard-working. She does an excellent job of maintaining cleanliness and order throughout the library used by nearly 4,000 persons a day. She goes out of her way to

help others and to work for the overall good of the University... she also took the initiative to investigate improving the recycling capacity of cans and bottles within the library.... (saving) the University money and helping the environment. ... we appreciate all she does for each of us here in the library. -*Fred O'Bryant, App. Sciences Librarian, Science & Engineering Library*

To **Kristine Vey**, Hand Center Project Mgr. Just hours before a public Open House event at the new Hand Center, Kristine saw two aesthetic problems that needed immediate correction and requested help from Zone 4 Supervisor Mark Conner. "Thanks Kristine for your help with this. It really makes a difference to work with someone who is so engaged and can make things happen when need be. It is such a pleasure to work with you." - *Veronica Brill, Medical Center Manager,*



*Kristine Vey, PM, and Veronica Brill*

# Facilities Management & HSPP Teams worked straight through for days 3 More Blizzards & a Record 54.3 inches of Snow



At Fontaine, HSPP's Walter Wimberly & Scott Martin were salting & shoveling when snow started Feb. 5



Among the crews for the December blizzard were Dale Gilliam and Gary Shifflett. - Mike Merriam Photos



Photos from left: After February's blizzard, Gary Morris and Thomas Cromwell cleared drains to avoid flooding while Ed Brobbey pushed snow to be hauled away by dumptrucks. At the Snow Appreciation event, Pat Smith, Mary Mitchell, Mary F. Williams, Charlotte Anderson and Dorothy Taylor sport Blizzard Wizard hats; they, like other Building Services staffers, kept entryways clear and floors safe and clean. More snow photos at <http://fmweb.virginia.edu/photos/SnowShow/>

## Noted with Regret



Vivian Walls, North Grounds Building Services Supervisor, died March 22. Ms. Walls dedicated 37 years of service to the University and was highly regarded for her leadership and well respected for her excellent skills, judgment and sense of community. Her colleagues regarded her not just as an outstanding supervisor but also as a valued friend and teacher. She will be missed by the hundreds whose lives she has touched over the years.

## UVa's First LEED Silver Certification

Printing & Copying Services 15,000 sq ft. Addition was recognized as the University's first LEED Silver Certified project at a dedication event March 15.

The \$3.3 million addition was completed in May 2009 and has been in use since.

The extensive documentation for LEED certification typically requires about nine months following the building's completion, according to Senior Project Manager Amy Eichenberger, AIA, LEED AP, of Facilities Planning & Construction. Charlie Durrer served as Construction Administration Manager for the project.

LEED (Leadership in Energy and Environmental) refers to the Green Building Rating System, developed by the U.S. Green Building Council.



Charlie Durrer  
Construction Admin.  
Mgr.



Amy Eichenberger  
Sr. Project Mgr.

## Get fit for the summer with “No Sweat” classes!

**HOW:** Take charge of you health with a free comprehensive weekly program meeting for six sessions. This free program is sponsored by University Human Resources and provided by UVa-WorkMed.

**WHO:** UVa benefit-eligible staff and faculty

**WHEN & WHERE:** Pick the series that works for you:

Tuesdays, April 13 – May 18, 10-11 am @ Dining Conference Rooms 2 & 3, Uva Hospital *or*

Tuesdays, April 13- May 18, 1-2 pm @ Facilities Management Lunchroom (Alderman Road)

Register online and get more information at [www.uvaworkmed.com/](http://www.uvaworkmed.com/)

**WHY:** Improve your health and fitness through 10-minute bursts of exercise done in regular work clothes and simple, energy-fueling foods for smart meals and snacks. Past participants have improved blood pressure, cholesterol, weight, waist, fitness & energy. Free exercise bands to those who attend all 6 sessions! Instruction by Registered Dietician Jodi Harris. Questions? Call Mary Conlon at UVa-WorkMed, 243-0077.

## The 2010 Apprentice recruitment and application submittal period is April 5-30.

The **Apprentice Job Fair** is set for Friday, April 23 from 9-11 a.m. in the Newcomb Hall Ballroom. Interested applicants are encouraged to attend and learn more about the Program and meet some of our current and graduated Apprentices. Apprenticeships are available in these trades:

HVAC	Plumbing
Electrical	Masonry/Plastering
Carpentry	Electronics

Approximate times for the Apprentice Program application process is:

May 1- June 15: Interviews

June 15-July 15: Selection and Applicant Notification Period

Applications must be submitted on-line at Jobs@UVA and are accepted only April 5-30. For instructions on applying, please visit the [How to Apply](#) section of the HR&T web site <http://www.fm.virginia.edu/hrt>

Applicants who are interested in multiple positions need to apply for each position separately. Applicants accepted into the Program become full-time University of Virginia employees with full benefits.

### April 19-23 – Students will sponsor Employee Appreciation Week:

Please watch bulletin boards/email for more information.

## Congratulations, Facilities Management – You are putting your safety training into practice and it shows!

In the annual Safety Program report, Manager Brian Shiflett told directors that safe work practices and training have had positive results for fiscal year 2008-2009. The 79 accidents during the year were less serious than last year’s 78 accidents. Medical costs and lost work hours both dropped 50 percent.

“Facilities Management employees are taking ownership of this Safety Program,” Brian said. “They know that problems or concerns exist and they report them to be addressed and corrected. They are the ‘eyes and ears’ for a safe work environment.”

One of the year’s most notable accomplishments was the creation of our own Electrical Arc Flash Safety Training DVD, a valuable training resource resulting from Facilities Management employees’ collaboration with Environmental Health & Safety.

Of this year’s accidents, 41 were OSHA recordable, the same as last fiscal year; 1,667 lost hours from work. This was over a 50% drop from last year’s 3,775. Medical costs totalled \$ 57,857, also over a 50% drop from last year’s \$121, 9000.

Specialized as well as job specific, updates and mandatory training programs completed by personnel included training for forklift, spill prevention, confined space, energized electrical work (NFPA-70 E), respirator fit test and PAPR reviews, flaggers, fall protection and lockout tagout.

All new Apprentices received a five hour Safety Training before they began work. Mandatory OSHA training for Right to Know, Fire, Lead and Asbestos was done for designated cost centers. Safety improvements included installations of lights, access to equipment inspection sites and repairs for ladders. Arc rated clothing will be purchased.



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