Facilities Management Housekeepers were introduced to the concept of Career Paths for University staff during informational meetings August 9-10. Director of Operations & Maintenance Jay Klingel (left) addressed the group, noting that as University staff, they can advance their housekeeping careers within four stages—emerging, proficient, advanced and expert—to earn promotions and salary increases without having to apply for a better housekeeping job when a vacancy occurs. Housekeeping staff are the first at UVa to tie compensation to career paths. “Career paths are transparent,” HR&T Director Rebecca Leinen noted. “They outline the typical work, knowledge and education, competencies and skills needed for each stage.” Right photo: Thomas Carey, Renee Rush, Jason Stamton, Shawn Thomas and Reggie Scott agreed that the meeting was helpful.

Employee Council Leads Community Project

Employee Council Chair Molly Shifflett sent a hearty thank you to the Facilities Management employees who supported the Salvation Army’s annual school supply drive with generous donations. Volunteers picked up the barrel August 24 and estimated that 200 pounds of new notebooks, pencils, crayons and such would help more than 50 kindergarten through eighth grade students get off to a bright and organized start.

Follow Employee Council’s work and meet the new members here.
The July 20 Apprentice and Training Recognition Ceremony honored seven graduates, seven new inductees and the educational achievements of a record-setting 13 employees.

**Apprentice Graduates**
- HVAC: Michael J. Dillard, Adam Proffitt
- Plumbing: Brian Curry, Khalil Jones
- Electrical: Priscilla Beamer, James O'Rourke, Jon Tolbert

**Apprentice Inductees**
- Electrical: Cody Borrelli, Nicola Lemmer
- Carpentry: Matthew Anderson, Nestor Jara
- Plumbing/Steamfitting: Caitlin Murtaugh, Dakota Peregoy
- Electronics: Krystal Avitt

**GED Graduates**
- Chris Rosson
- Ronnie Townsend

**Voices of Adult Learners Essay Winners**
- Brigitte Brooehm
- Dedrick Johnson
- Abdalla Mohamed
- Ronnie Townsend

**Educational degree recipients recognized were:**
- University of Virginia, School of Continuing & Professional Studies, Graduate Certificate: Abdalla Mohamed, Jon Tolbert
- University of Virginia, McIntire School of Commerce, MS, Management of IT: Shaun Farrell, Chris Smeds
- University of Richmond, Bachelor of Science, Applied Studies of Emergency Management: Forrest Johnson, David Mumma
- Averett University, Bachelor of Science Business Administration: Ruta Vasiukevicius, Christopher Ward
- University of Virginia, Bachelor of Interdisciplinary Studies: George Cullen, Kate Meyer
- Pennsylvania State University, Bachelor of Science, Turf Grass Science: Forrest Johnson, David Mumma
- University of Virginia, School of Continuing & Professional Studies, Graduate Certificate: Abdalla Mohamed

**Safety Training Is First Priority**


**Ask Human Resources**

The UVa Human Resources Service Center can be reached from 8:00 a.m.-5:00 p.m. Monday-Friday at 434.982.0123 or at AskHR@virginia.edu.

The Service Center staff can answer most benefits, payroll and leave inquiries. If your call must be referred, you will receive a call back within 24 hours.

Contact your Facilities Management HR&T team at 243-1720 for other HR needs.
Facilities Engineering Manager Derek Wilson (L) and Health System Engineer Bill Rockwell introduce the new state of the art electrical switchgear completed in May 2011 for Old Jordan Hall (OJH) in the Health System division. The 6-month long, $800,000 project required extensive coordination between building occupants (i.e. critical medical research-vivarium facilities), School of Medicine administration and the ongoing $37M OJH Infrastructure Upgrade project. The new GE Entellisys gear replaces the building’s original 40+ year old equipment and serves as the main distribution point for normal electrical power to the building. Key players on this project included HSPP Zone 2 personnel.

New Switchgear for Old Jordan Hall

At the HSPP Storeroom, Storekeeper Melvin Clark (R) hands a completed materials order to Elevator Maintenance Mechanic Tyrone Ingram. Melvin and Senior Storekeeper Phil Brown stock and oversee an inventory of over $350,000 in the main storeroom located in McKim Hall as well as satellite storage spaces throughout the Health System complex. In the average workday, 35-45 transactions such as this are completed for trades staff working on maintenance or renovations in patient care areas where deadlines and efficiency are as important as safety and precision accuracy. The almost 6,000 neatly stocked items, arranged according to trade, range from supplies for electrical, HVAC, plumbing, and painting work as well as cleaning supplies and Personal Protection Equipment. When an item is requested, it is located quickly. When the item is not in stock, they can quickly order it and have it delivered. Other departments within Health System may also purchase materials from the Storeroom. The reorganization of stock over the last several years and the upgrades in the storage facilities were initiated by Phil and Melvin who both had previous experience in manufacturing supply. See the HSPP website for the complete list and more details.

Battle Building is Underway

The Battle Building construction team (L-R) Fred Missel, University of Virginia Foundation (UVAF); Lee Cameron and Ben Smyth, Kjellstrom & Lee (K&L); Don Hovstvedt, Odell; Mashal Afredi, Facilities Management’s Facilities Planning and Construction (FM-FP&C); Pete Alcorn, K&L; Todd Marshall, UVAF; David Turner, K&L; Thor Evans and Sean Hole, FM-FP&C; and Marc Pride, K&L pose at the site work underway for the 199,000 GSF Battle Building. The model on the right shows the view from West Main Street near JPA. More information is available on line.

HSPP Storeroom Supports the Trades and Saves Time

Zone 2 Carpenter My Vu (L) needed an out of stock item that Melvin will order and have delivered promptly.
At the Alderman Road Residence Halls site, Senior Construction Administration Manager Richard Sergi watches as the Tuttle Residence Hall was demolished earlier in the summer. Throughout the summer, he and the project team, including (lower photo) Supervisory Senior Project Manager Dade Van Der Werf and Senior Project Manager Amy Eichenberger of FP&C, survey the progress and site work after Tuttle, Lile and Maupin Houses were removed and, shown here, Webb House is being demolished. They also oversaw the completion of new residence halls Balz-Dobie (lower right) and Watson-Webb that opened in August for the academic year. Construction Administration Manager Charles Durrer also works on the Alderman Residence Halls project.

While construction crews worked to finish the nine new buildings that opened with the start of the 2011-12 academic year, Facilities Management’s Landscapers planted 140 trees, 2908 shrubs, over 15,000 ground cover plants and 584 bulbs that transformed the construction areas to manicured landscapes for which the University is known. Lower right: Outside Balz-Dobie (L-R) Landscape Superintendent Rich Hopkins and Landscape Projects Supervisor Todd Romanac check the drawings while landscapers Wesley Franklin, Chris Westmoreland and Clinton Martin install the plantings. Others who worked tirelessly in extreme heat included Michelle Beaudreau, Ibrahim Mapre, Martin Polson and Phil Saunders. Work was completed on time.

Landscape Specialist Mike Dillard (R) tests the recently installed safety supplies vending machine located in the Alderman Road shop lunchroom as Safety Program Manager Brian Shifflett checks for proper functioning. The machine was installed at no cost to our department as a pilot project after trades colleagues saw it demonstrated at a vendor fair. The advantage to having the machine is that it can assure immediate and easy access to Personal Protection Equipment for employees. To access the stocked items (which include several types of gloves, reflective gear, safety glasses and more), the employee holds the University identification card in front of the reader, keys in a work order number, and selects the number of the item needed. Viola! Brian said the goal is to have employees always using required PPE without losing time locating and meeting a supervisor to issue items.

“The safety of our employees is our first priority,” Brian added. “If this method of supplying PPE works as we think it will, machines will be installed in zone maintenance shops on the Academic side.”

Residence Halls: Down with the Old, Open the New
(L-R) Supervisory Senior Project Manager Chuck Davis, Senior Project Manager Craig Hilten and Construction Administration Manager Charlie Durrer introduce the almost completed College of Arts and Sciences (CAS) Physical and Life Sciences Research Building on Whitehead Road. The five-story, 105,000 gsf building will provide additional space required to support research in physical and life sciences, primarily in chemistry and biology. Adjacent to CAS and shown in the drawing is Craig’s other project, Rice Hall, the Information Technology and Engineering (ITE) Building which will provide much needed space for teaching, computational research, and student projects for the School of Engineering and Applied Science. Rice Hall is part of the University’s science initiative focused on sustaining the ongoing work of existing faculty and attracting new researchers. Both opened in August for the new academic year.

**CAS Life Sciences & Rice Hall ITE Open**

Summer Projects

Facilities Management Roofers (L-R) Jimmy Bartlow and George Prokopic and Mason Ronald Riggs braved July’s heat almost every day to scale the Rotunda to get roof samples for The University Architect Office’s historic preservationists’ analysis of the roof’s condition. By cutting through the outer shell and the underlying concrete roof steps, crews are able to assess the amount of roof damage, and also see the terra cotta tiles dating back to the 1898 Stanford White restoration. The work is in anticipation of more extensive restoration work including an eventual roof replacement, scheduled to begin later this year. FP&C Supervisory Historic Preservation Architect Joseph Lahendro manages the project. Other tradespeople who assisted included Roofer Supervisor Mike Crawford, Roofer Ronnie Dudley, Mason Aaron Morris, and Apprentice Les Givens.

Cole Geddy Photo, UVA Today

More projects, people and events - including the annual Ice Cream Social and Car Show - are on the Facilities Management webpage.

Project Services Carpenters David Simpson, Jay Schaar and Travis Sly (on scaffolding) installed framing to open five existing arched windows in the Darden Camp Library.

At McLeod Hall, Electricians Robert Bower Robert Marks and Jonah McDonough review drawings for installations for computer access in the student nursing conference room.
Compliments from Customers

To Mario Biazon, Nancy Wickliffe, James Goode, Phyllis Gough & Jannie Fincham: Thank you for working so quickly and diligently to clean the Mural Room. What a difference a day makes. Your good work paid off and it is greatly appreciated. The Odum Room looks beautiful, too! Many thanks for all your effort. - Pamela M. Hoover, Dept. of Environmental Sciences

To Martha Creasy: I have worked with Martha for years on various billing questions. She is always helpful, efficient, and works with me until questions are resolved - that is the most valuable thing a customer could possibly have. Martha is a wonderful ambassador for Facilities Management. Many times people let administrators know when something is wrong, but I wanted to let you know that something is right – and that is Martha Creasy. - Stella M. Loftin, Associate Director of Housing for Finance

To Tiewan Benston of Central Grounds Zone: Thank you for your rapid response to the plumbing problem in Clark Hall. Compliments to Tie for his outstanding service and professionalism. - Meg Miller, Lab.& Research Spec., Environmental Sciences

To Erik Duke, Robbie Campbell and G.E. Shiflett of Central Grounds Zone: Thank you for your work repairing the leak and ceiling tile replacement in Bryan Hall! – Colette Dabney, Educational Coordinator, Dept. of English

To Alderman Library Housekeeping Staff: Our University Librarian noted that during Rare Books School in July, members of her class commented on how clean Alderman is. Please congratulate and thank the Housekeeping staff. - Douglas Hurd, Director, Library Facilities

To Hunter Pearce and Babu Padinjareanchakunnath, Newcomb Zone HVAC team: Since Hunter and Babu have taken over the care of our AC/Heating registers, we have had wonderful luck. They both are always pleasant and go out of their way to help us. When Babu found a ceiling tile that was wet and bulging, he went the extra step to figure out where the leak was and fixed it. With Hunter and Babu, the job will be done right. - Debby Stanford, Web Editor, Dept of Economics

To The Facilities Management Computer Helpdesk team and IT Specialist Brian Donato: We are very pleased with the Computer Help desk. Brian came to office several times to help solve problems. He was pleasant, professional and courteous; he made the whole experience much easier for all of us. Thank you from the Jordan Hall Housekeeping Staff. – Judy Kingrea, Housekeeping Supervisor

To Cindy Campbell, McCormick Zone HVAC Mechanic: Cindy is responsive, professional, very thorough, and always follows up to make sure everything is okay. You could simply say, "Cindy Rocks!” She has been a wonderful asset to our office. Someone with such strengths, work ethic, devotion and care should be recognized. - Olsson Hall First Floor Administrative Staff

To Bill Farish: Bill responded quickly, explained the options, consulted with the Facilities Coordinator and the lighting issue was resolved quickly. He is a sharp mechanic and a diplomatic communicator. Many thanks. – Betty Wooding, Facilities Management

To Tom Cromwell, Christopher Herndon, Darrell Napier, David Roberts, Jeffrey Shiflett, Randy Spencer and Kenneth Thompson of Central Grounds Zone: For electrical, carpentry and painting in Wilson 140: “A+ work.” - Lela Marshall, Classroom Support Manager, ITC

Energy & Utilities (E&U) celebrated the success of the electric savings accrued in the first year of the Shared Energy Savings Pilot Program at an August 29 presentation of shared savings checks to participants. As an “award” to UHR in Michie South for going green, E&U team members and Vice President for Management & Budget Collette Sheehy (left center) presented Chief HR Officer Susan Carkeek with a check for $1645.50. Attending the event were (front row L-R) Sustainability Outreach Coordinator Nina Morris, Sustainability Programs Manager Armando de Leon, Energy Engineering Technician Ed Brooks, Energy Engineer John Jones, Sustainability Engineer Michael Brown and Director of E&U Cheryl Gomez. Award checks were also presented to representatives from two other University buildings that saved thousands of dollars by going green. Click here for more information on sustainability at UVA.

Free Health Screening, Free $75 Reward

The University’s Hoo’s Well@ will sponsor a free health fair at Facilities Management on October 6. Hoo’s Well@ includes programs to help you lose weight, improve your diet and nutrition, quit smoking, manage stress, and enhance your general health. All programs except Weight Watchers® are free. All Academic Division and Medical Center employees and their spouses currently covered by the UVA Health Plan, are eligible to participate. To get started, schedule a health screening appointment, take an online health assessment, and create an action plan. If you complete the screening by October 8 and the assessment by December 1, 2011, you will earn a $75 Visa® reward card, and you can earn additional rewards for carrying out your wellness action plan. More information is available here.
**Accomplishments**

Resource Center Sr. Facility Information Analyst Ruta Vasiukevicius was recognized as one of the University's two top records managers at the 2nd Annual Records Management Conference in July. Over 100 records managers attended informative sessions. As a state agency, UVa must follow the requirements of the Virginia Public Records Act for retention and disposition of records. The Records Management office’s primary goal is that all records, in all formats, be efficiently managed, retained, and destroyed in compliance with all administrative, audit, legal, financial, historical, and research policies and regulations of the Commonwealth of Virginia and the University of Virginia. Ruta, together with Resource Center staff members Sarita Herman and Suzanne Russell, has eliminated significant amounts of expired FM records in the storage area at Fontana. The presentation, Storage at Fontana, highlights the process and the progress and was delivered during the conference. More information on Records Management training is available from the Records Management web page.

**Noted with Regret**

**Martha Clark** passed away June 16. She worked in Building Services from August 1991 until her retirement in October 2008. She will be remembered for her dedicated service to the University and as a valuable member of the team who provided quality service to Jordan Hall customers. “Martha has a lot of spirit and knows how to speak up,” Supervisor Judy Kingea had said at her retirement celebration. Her son, William Twigg, works with Building Services.


**Diane L. Rush** died July 8. Her career in Housekeeping began in May 1981. During her more than 35 years at UVa, she was respected by her colleagues and customers for her strong work ethic and reliability. When she left her position in June, she was a member of the SW McCormick Zone Housekeeping team. Diane served on our Employee Council as co-chair and representative from 1999-2001. In recent years, she took GED classes and hoped to earn her GED diploma.

**Charles B. Johnson Jr.** died June 20, 2011. Known as “Popeye” to his co-workers and friends, he began work at Facilities Management (then called Physical Plant) in November 1969 and achieved the position of Carpenter Foreman before he retired in June 1984. In addition to his service to the University, Mr. Johnson served eight years in the National Guard and was a member of Elks Lodge #389.

**William D. Middleton** died July 10. He was Chief Facilities Officer for Facilities Management from August 1979 until his retirement in August 1993. Among his many accomplishments during his tenure was the establishment of our Apprenticeship Program, the first of its kind to be created in a state organization. He was active with APPA, the international association of higher education facilities officers, and served both as vice president and president of the organization. Following his retirement from the University in 1993, he continued his work in conducting facilities management evaluations, both as a single member and a large staff of evaluators for dozens of colleges and universities. Prior to his career at UVa, Bill Middleton had a distinguished 33-year career with the Navy, retiring as a commander in 1979. Throughout more than 60 years he was also active as a reporter, writer, and photographer. His published work includes more than 20 books and 700 articles, largely on the subject of railroad history and operation.

**Hoo Retired**

**Joe Carpenter** retired March 27 from his position as Building & Grounds Superintendent with Health System Physical Plant. His career at UVa began in February 1978 at Blue Ridge Hospital which later became part of UVa Health System. He later joined Facilities Management, then known as Physical Plant, in the Work Management Division.

**Ates Dagli** retired July 29 from his position as Building Services Management Support. He began his career at UVa in May 1996.

**David Gibson** retired July 31 from his position in the Sign Shop. He began his career at UVa in October 1972.

**Sonny Rea** retired August 26 from his position as Housekeeping Evening Supervisor in the Newcomb Zone. He began his UVa career in May 1992 and joined Facilities Management as part of the Newcomb consolidation in 2010.

**Computer Problems?**

Facilities Management's highly qualified Computer Help Desk technicians are here to help. Call 982-5579.
Training Leaders

On August 24th, FM’s first Manager Enrichment session provided senior level managers and directors with opportunities for networking and leadership development. The underlying theme of the session was phrased as a question--Why are we here? Darius Nabors, a former UVa Student Body President and current UVa employee, spoke to the group about the FM role in helping to create the important emotional connections that students and alumni make to the facilities on grounds, making the point that the academic mission of UVa is imbedded and remembered in its physical structures. Chris Smeds and Rick Rice furthered the theme by addressing the FM Statement of Purpose, Vision and Values and FY ‘11/12 goals.

Our Vice President, Colette Sheehy, strengthened the theme by speaking about the importance of engaging employees in the strategic mission of the University. CFO Don Sundgren, who also spoke to the group, asked managers to develop a culture of leadership in their business units. He urged managers to encourage stewardship and to focus on the positive. He said, “Find employees doing things right. Don’t be a policeman looking to catch their mistakes.”

Presentations were also provided by managers of the Facilities Management’s Business Units. Mike Merriam, Associate Director of Facilities Maintenance, emphasized that employees should not make assumptions based on rumors. Mark Utz, HSPP Deputy Director for Operations, spoke about drawing on life’s diverse experiences to solve problems. Annette Cyphers, Academic Division Director, wowed the group with images of the FP&C Academic Division’s recent completions and current projects. David Jones, Power Systems Distribution Manager for E&U, talked about offering “service beyond the meter” for customers and providing team members with opportunities to grow professionally. Rebecca Leinen, Human Resources & Training Director, summarized the results of President Sullivan’s Staff Survey setting the stage for the next step of creating action plans.

The August 24th Manager Enrichment session was the first in a series designed to strengthen leadership and build bench strength within FM, so that our organization is able to better meet the challenges of the future.

Professional Development Resources are Here for You

UHR Employee Development’s Fall schedule is now available on-line. Check out professional development opportunities. Fall 2011 highlights include:

- Managerial development programs such as Supervisory Essentials, Managing at UVa and Performance Management
- Managing Up, Crucial Conversations, Time Management, and other interactive seminars in the Personal and Professional Development series; available for all staff and faculty
- Exceptional Assistant’s Network (EAN) Seminar Series - complete the series and join the network of over 500 experienced UVa administrative professionals!
- Essential WorkSkills for entry level employees
- Online training - 3500 courses available 24/7 from home and work, from desktop applications to professional skills, at no cost to UVa faculty/staff
- Systems and applications classes - Apple, Lead@, MS Office, Integrated System (IS and SIS). Click here for registration information. In addition to scheduled programs, Employee Development offers other services, such as organization development and career services. Visit Employee Development's website for details. You may also contact HR&T Training Administrator Brydie Ragan at 243-1978 for additional assistance.

At UVa, getting an education applies to employees as well as students.

GED and ESL classes are among the resources that Facilities Management employees are using to improve their skills. Contact Brydie Ragan at 243-1978 for more information.

Read about some of our successful ESL and GED students featured recently in a series on UVa Today.

Perspective

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