EOP Champion

Design Manager David Villiott was recognized as an EOP (Equal Opportunity Programs) Champion by the University Office of EOP at an October ceremony. The annual EOP Champion Awards honor individuals and organizations that perpetuate the principles of equal opportunity and exhibit leadership qualities that result in notable contributions to the cause of social justice and equal rights. In nominating David, EOP staffer Melissa Oliver wrote “For decades, David has been the ‘go-to’ person when making sure structures and programs at U.Va. are accessible to those with physical disabilities. Long before the Americans with Disabilities Act was passed in 1990, David could give you the turn radius for wheelchairs, tell you how steep was too steep for an incline and quote from the American National Standards Institute – all off the top of his head. His interests in universal design and U.Va. becoming as barrier-free as possible go beyond the job. Access is important to him because he genuinely cares about equality, knowing that we all become less able over time. David’s dedication to his work has had a significant, positive impact for those who depend upon curb cuts, ramps, lifts and access in general to get around this historic setting.” David was one of 10 members of the University who were recognized this year.

Better Facilities Management Through Technology

AiM, a new web-based automated system for managing property and locations, will be in place by February 27.

“Implementing AiM offers several advantages,” Chris Smeds, Technology Officer, explained. “First, it gets us off an aging work order system that is currently composed of a number of disparate applications built on increasingly out-of-date technology platforms. With AiM, we’ll be able to take advantage of new advances in web and mobile user interfaces that will make the system much more accessible to employees throughout FM. This will allow us to streamline our business processes, particularly those around work management and time entry. AiM also provides a single integrated system for work management, asset management, preventive maintenance, space and real estate, time reporting, and finance. This integrated nature of AiM will simplify and improve our reporting and data analysis and position us to gain new insights into our effectiveness and efficiency as an organization.”

“We see AiM enhancing the capabilities of Facilities Management to analyze our work in ways currently unavailable to us, providing a new view into our organization and allowing us to make informed decisions leading to efficiencies and cost savings,” according to Shaun Farrell, GISP, Maintenance Systems Engineer for Operations and Maintenance.

Additional HR&T Staff Offers Assistance & Resources

HR&T is pleased to announce an expansion of services and anticipated improvement in service timelines to FM departments. “We will be taking on responsibility for extending hiring offers directly to candidates, providing a more personalized approach and thorough knowledge of our organization along with directly processing our own classification changes through a dedicated resource,” HR&T Director Rebecca Leinen said. To accomplish these improvements, two team members have joined HR&T and office renovations will be in progress. Mike Henshaw joined the team as an HR Generalist in November. Mike comes to FM with extensive HR experience, most recently as the HR Manager in manufacturing. Mike will handle staffing responsibilities for Recycling, Housekeeping, and Landscape. In addition, he will assist all FM departments with Temp Requests and work on classification issues. Mike can be reached temporarily at 243-5588 or by e-mail at mwh4n@virginia.edu

Elsa Sherrill, who worked in UHR, joined FM HR&T in December, also as an HR Generalist. She will continue working on staffing and classification along with career path development. Elsa serves as a first point of contact for FM employees on employee relations concerns. Elsa can be reached at 982-6789 and by e-mail at ek9j@virginia.edu For more information, click here.
Projects Supporting Health System & the University

To accommodate the University Hospitals’ Operating Room schedule, members of Health System Physical Plant Paint Crew started work at 5 a.m. for several Saturdays in November to repaint 28 operating rooms. The effort supports the overall condition of the facilities as part of the Environment of Care plan for Joint Commission, Deputy Director for Operations Mark Utz noted. Supervisor Kenny Williams said painters volunteered to work the approximately 8-hour Saturday shifts because they realize patient care is the priority. (L) Rick Johnson carefully paints around communication and monitoring equipment. (C) Jesse Thomas and Keith Bridges (right) work efficiently and carefully painting around receptacles and the myriad of wall mounted equipment. Supervisor Kenny Williams monitors work to be sure there are no missed areas as Steve Ryder paints evenly over the walls, making the job seem effortless, even after hours of work. Other painters who worked the Saturday shifts included: Steve Pease, Tony Campbell, Dwayne Herring, Chris Haney and Allen Baughner.

Electrician Apprentice Howie Brown, Maintenance Services Electrician Claude Shifflett and Lead Electrician David Mumma install conduit for the $3 million medium temperature hot water (MTHW) system at the Heat Plant. The new system will provide hot water to the expanding Grounds and Health System. Senior Project Manager Will Moore of FP&C Health System managed the project.

UVa Health System offers a free Employee Same Day Clinic, with quick, same-day appointments for employees with minor illnesses. The clinic is located in the Employee Health area on the first floor of 1222 JPA. Call 924-2013 or stop by between 7:30 a.m. and 5 p.m., Monday-Friday.

Landscape teams worked throughout late summer installing a trench drain and then grading with new soil and sod on the West Range to complement the new walls and walkways put in place earlier in the summer. The work was extensive: Arborists Jerry Brown and Don Goebel root pruned the trees prior to the excavation for the foundation. Posing during the last phase are (L-R) Tyler Mitchell, Hunter Bolen, Jacob Lane, Central Grounds Supervisor Scott Burns, Victoria Murphy, Nathan Skelton and Supervisor Chris Ward. Other contributors not available for this photo included Supervisor Senior Travis Mawyer, Central Grounds crew member Alex Jackson and Equipment Operator Frank Hill. Welder Larry Shifflett connected the corners and turns of the 650 feet of metal edging separating the drainage ditch from the turf.
Perspective Fourth Quarter 2011

Systems Control Center Operators (L) Scott Layne and A.J. Conner (R) are two of the 12 Systems Control Center (SCC) members who staff the 24 hours/day, 365 days/year central monitoring and control station for the entire University. SCC staff members are responsible for monitoring over 94,000 points, a 6.8% increase over the previous fiscal year and for properly setting priorities and responding to alarms in about 450 significant buildings and roughly 15 million square feet. The SCC functions as the emergency response center for the University, particularly for problems and calls that occur during evenings, nights, weekends, and holidays. Over 215 building fire systems are now monitored via this system. The new wireless equipment provides increased reliability, significantly reduces communication faults and eliminates obsolescence issues being experienced with the previous system equipment. In the last fiscal year, SCC responded to and/or monitored over 1.2 million events during the fiscal year, up from less than 907,000 the prior fiscal year.

New Facilities for Facilities Management

Project Manager Kate Meyer and Construction Administration Manager Randy Porter introduce work in progress for the new School of Engineering & Applied Sciences/Facilities Management (SEAS/FM) building at 510 Edgemont Road. Our cabinet shop will be located on the lower level and, on the upper level, the lockshop and housekeeping repairs area. SEAS will have student projects in the building as well. Construction started September 27, 2011. The rendering below shows the building from the location where Randy and Kate are standing in the adjacent photo. The “core and shell” project will be turned over to Project Services in Summer 2012 for interior completion.

Hoo’s Monitoring UVa 24/7/365...

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Perspective Fourth Quarter 2011

(L-R) SCC Supervisor Vince Muscarella and Operators Roger Yeatts and Andy Campbell. Staffing other shifts are Supervisors J.B. Agee and Tom McRay and Operators Stacy Barringer, Mike Dalton, Steven Evans, Chris Greene and Projects Coordinator David Reed.
September 21: The 20th Annual Day of Caring

More than 100 Facilities Management employees volunteered to leave their usual work assignments to do building repairs, housekeeping, landscaping and many other tasks that improve facilities used by children at Camp Holiday Trails and the Babe Ruth League at Lane Field, and senior citizens at their Center in Charlottesville.

(L-R) Matt Bartley, Art Panzer and Drew MacQueen mulched the areas around Camp Holiday Trails cabins. To see more photos of this annual event, please visit our website.

Important Dates to Note

January 31 - Opening session for 2012 Leadership Forum - Keynote Speaker is EVP & COO Michael Strine
February 1-2 - 2012 Leadership Forum
March-April - Employees should review Performance Goals; discuss changes with supervisor as necessary
March 9 - Spring Break Holiday
March 11- Change Clocks Forward to Daylight Saving Time
April - Apprenticeship Recruitment - see website for details
May 12 - Move Out Weekend begins
May 20 - UVa Graduation
May - Summer Conference Season starts

2012 Official University of Virginia Holidays
Monday, January 2, 2012 – New Year’s Day (observed)
Monday, January 16, 2012- Martin Luther King, Jr. Day
Friday, March 9, 2012 – Spring Break Day
Monday, May 28- Memorial Day
Wednesday, July 4 – Independence Day
Monday, September 3 – Labor Day
Wednesday, November 21–Day before Thanksgiving: full day
Thursday, November 22- Thanksgiving
Friday, November 23- Day after Thanksgiving
Monday, December 24 – Christmas Eve
Tuesday, December 25 – Christmas Day
Wednesday, December 26 – Day After Christmas
Monday, December 31- New Year’s Eve

Confined Space Safety Training

As part of Facilities Management’s emphasis on safety training, 130 employees participated in a four-hour recertification/update training class on November 16, arranged by Safety Program Manager Brian Shifflett. In the adjacent photo, Utilities System Distribution team members (L-R) Kevin Kidd, Todd Stevens and Manager Cameron Ratliff demonstrated the correct fitting and use of the tripod and harness for confined space entry.

On November 17, an 8-hour class was conducted for the more than 40 employees who had no previous training in Confined Space. “While the term ‘confined space’ reminds most employees of manholes, steam tunnels and underground electrical vaults,” Brian explained, “they don’t realize that in most University buildings, we have sewer pits in which we have to change the pumps from time to time. Although the mechanic does not completely enter the space, the hands and face could go below the opening, making it mandatory that we complete a confined space permit, monitor the air and treat the job site as a confined space. Another example of a confined space job is duct work that a sheet metal employee might have to enter.

According to University policy definition, confined space is large enough and so configured that an employee can bodily enter and perform assigned work and; has limited or restricted means for entry or exit; and is not designed for continuous employee occupancy. The complete policy is available here.
November 9’s blue sky made a perfect day for Facilities Management’s traditional BBQ. Almost 1000 employees, some with family members, and retirees enjoyed the feast and camaraderie of this traditional event, said Brenda Buttner of Operations & Maintenance (O&M), a key organizer for the feast. Chief Facilities Officer Don Sundgren and Vice President for Management & Budget Colette Sheehy thanked employees for their support not only for Day of Caring which launches the annual Commonwealth of Virginia Campaign (CVC) but also for their financial support to CVC. Joyce Chewning of O&M, who distributes and collects the familiar red envelopes for employees’ donations, said Facilities Management typically has over 50 percent participation rate. A final tally of all donations will be available in January. To see more photos of the festive event, including the half-mile long serving line that snaked through the shop parking garage, please visit the Facilities Management website online.

High Voltage Electrician Bucky Crickenberger (2nd from left) dishes up as he welcomes retirees (L-R) Steve Dorrier, Pete Syme and David Miller.

North Grounds Zone Housekeepers (L-R) Bonnie LeSueur, Mary Burton and Naomi Johnson said they enjoyed the BBQ and headed off to collect the prizes Mary and Naomi won!

Recycling Teams claimed their own private tables for the festive event: (L-R) Jason Snow, Nick Gentry, Mike Jacus and Marcus Johnson said the BBQ was great!

Landscape Supervisor Senior Travis Mawyer happily accepted a gift certificate from Joyce Chewning (center). Brenda Christensen and other volunteers from Financial Operations (who were unavailable for photos) helped sort and deliver the 312 prizes to winners.

Retiree William Wood says he always enjoys returning to see friends and former colleagues at the annual Fall BBQ!

One of Landscape’s artistic fall floral arrangements makes a nice prop for Maxine Palmer (center) as she poses with Esther Moxie and Esther’s sister, Mary Williams.
To Warren Wood, Sign Shop Supervisor, and Shop members Chris Horn, Robert Shifflett, Robert Gray & Matt Wood: I would like to take this opportunity to thank you for you and your team’s work. As our Marketing Communications noted in a separate message, you are often “on point” to help us out of “just in time needs.” For that we are eternally grateful. While all of us hope and seek to be more planful, there are moments like this that are, at times, unavoidable. Please know how much we appreciate your leadership, and your team’s effort. The “can do” attitude is a model for all of us. But, please know, we do not take it for granted. In fact, we applaud and celebrate. - Patricia L. Cluff, Associate Vice President, Strategic Relations and Marketing, UVA Health System

To Debbie Hamm, SW McCormick Housekeeper: It is my pleasure to write about Debbie who is by far the very best employee I have ever had cleaning the Biology/Psychology Library and (in my 30 years of working here). Debbie has gone far and above cleaning areas that have never before seen a dust cloth. She takes initiative and pride in her work and it shows! This library is a small by comparison but very busy: we see over 1000 students per day here, including prospective students and their families. That’s a lot of traffic which equals a large amount of dirt, dust, pieces of paper and food and drink residue on the reading room tables and carpet. This library really needs a staff member like to Debbie to keep us looking spotless, and she does that! She also brings to her job good ideas to improve ways to be safer and more efficient. - Sandi Dulaney, Library Specialist, Biology/Psych. Library, Gilmer Hall

To Barry Crawford, HSPP Carpenter: I write to acknowledge the outstanding work Barry Crawford has done on behalf of the Clinical Electrophysiology (EP) Service. Over the last two years, we’ve been in the process of remodeling/moving. Barry always takes the time to discuss the project at hand, suggest the best way our needs can be met and completes the task in very timely manner. The EP Service is generally extremely busy and this makes service requests a challenge. Barry’s attitude is always customer/service oriented. He works with me to get all work orders completed when windows of opportunity permit/ exist. I’m so very grateful. Knowing that Barry is here to assist us has made dealing with this challenge much easier. It’s great to have him on our team! - James Canty, CVT, Inventory Manager, Clinical Electrophysiology

To Dave Roberts, Central Grounds Zone Electrician: I write to let you know that Dave Roberts was very helpful in fixing an electrical problem in Gibson Hall. He took the time to figure out what the problem was and followed up the next day to make sure everything was still working properly. You should have more employees like him. - Sharon Marsh, Undergraduate Assistant, Department of Politics

To Mike Crawford, Roofer Supervisor and the Roofers Jimmy Bartlow, Ronnie Dudley, Jon Marston, George Prokopic, Duane Taylor, Sidney Taylor and Shannon Wood: I submitted a work order one morning for clogged gutters on the east side of the Aquatics & Fitness Center and Mike Crawford was here before noon to see how he could help. He walked the area and studied the problem. Who knew that kids’ footballs would clog downspouts! By 2 PM, most of the work was complete. He assured me he would be back to finish the final clog with the tools he needed in the next day or so, but he wanted to make sure that I knew where things stood. The follow up was greatly appreciated as well as his quick response since we were expecting more rain that night. Please pass along my thanks to Mike and his team! - Amanda Crombie, Director, Aquatic and Fitness Center, Intramural-Recreational Sports

To Reuben Trujillo, Landscape Senior Worker: When Ruben Trujillo was mowing grass here at Ruffner Hall, he found my wallet. He quickly took it to the Admissions Office in Bavaro Hall where they recognized the name on my credit card and had the wallet delivered to my office here in Ruffner. When I phoned Mr. Trujillo to thank him… he called me back during his break and I found him to be as wonderful and concerned on the phone as he was in his actions. He truly represents the great people working here at UVa that I’m happy to call my family. – Kay A. Buchanan, MLS, UVa Library, Head, Education Services

To Tim Spencer, Landscape Supervisor: The volunteer Charlottesville Tree Stewards support rural and urban forests partner with local government agencies and civic groups to improve the tree canopy in the area. We have worked with Tim several times and wanted you to know that we are quite pleased with the young trees UVa provided for the early November planting. Tim was extremely helpful getting us access to the ball field water sources close to the entry. Also he readily corrected an error the grower made and delivered the native species we had requested. Tim is tops! - Phil Stokes, C’ville Area Tree Stewards

News to Use

HR&T reminds all employees to check Employee Self-Service to be sure that your address is listed correctly. The potential for loss increases when the W-2 cannot be delivered to a correct address. That could become a time-consuming inconvenience for you. If you prefer to have your W-2 available earlier online, follow instructions at http://www.hr.virginia.edu/other-hr-services/payroll-information/2010-w-2-information/online-w-2-information/ The online procedure is safe, secure and approved by the IRS.

Through UVa Employee Connection, you and your family can schedule a primary care appointment within two business days, non-procedural radiology services within three business days, and a specialty care appointment within five business days. The single point of contact may be reached at 243-3675 from 8 a.m. to 5 p.m., Monday through Friday to assist with scheduling appointments. For more information, visit http://www.healthsystem.virginia.edu/internet/UVAEmployeeConnection
Robert E. Herring, Jr., who worked at Facilities Management from 02/01/53 to 12/31/82, died September 3. He was a Buildings & Grounds Superintendent B, according to UHR records. His first job was at Bethlehem Steel Company in Baltimore, Maryland. During World War II, he joined the US Navy, serving on the USS Midway.

Joyce Anne Brown, a former supervisor of the North Grounds Housekeeping group, died November 1 at her home. She began her career at UVa in November 1977 and retired from her position in February 2010. Mrs. Brown was a Deaconess and active member of Ridgeway Baptist Church in Scottville. She enjoyed gospel music, fishing and baking. Mrs. Brown will be remembered for her strong work ethic and her loyalty to her friends and co-workers. She was sincere and wise, and she will be missed.

Berhan Aljiji of Financial Operations was inducted in the Piedmont Virginia Community College Phi Theta Kappa honor society for academic performance in May. Berhan joined the Facilities Management in July 2008 as a fiscal technician senior. He is pursuing an Associate’s Degree in Business Administration.

Derek Wilson of Health System Physical Plant (HSPP) took on the role as President of the Virginia Chapter of the Construction Owners Association of American (COAA) in the Fall of 2010. He was elected by his peers and brings a new perspective to the role. Derek’s current assignment in operations provides an end user viewpoint and a focus on the functionality of projects being turned over by the construction group. He presides over the bi-annual meetings and works with a leadership group from across the State to develop and present informative programs relevant to construction owners’ issues. Derek joined HS FP&C in 2007 as a construction manager and later project manager. He moved into HSPP Operations in 2009 as the Health System Engineering Manager.

Bill Rockwell of HSPP received the Certified Healthcare Facility Manager (CHFM) and Certified Healthcare Constructor (CHC) designations. Both certifications are issued by the American Hospital Association (AHA) and American Society of Healthcare Engineers (ASHE) based on years of education, professional experience and examinations. The CHFM and CHC designations are national credentials that distinguish an individual as being among the elite in the healthcare facility management profession. In addition to his accomplishments, Bill is serving as President-Elect for Virginia Chapter, American Society of Healthcare Engineers (VSHE). He will formally commence his duties in the role of President following the annual VSHE state conference in May 2012. Bill serves as Health System Engineer.

Congratulations to Essential WorkSkills Graduates

Fourteen Facilities Management employees successfully completed Essential WorkSkills, a 10 course curriculum designed to help employees develop skills and competencies for success by enhancing communication skills and understanding workplace operation. Successfully completing the program positions employees to move forward on their career paths to higher paying positions. The November graduates were:

- Shawn Ayres, Joseline McCowin, Connie Rodriguez, Chris Rosson, Rita Shifflett, Nancy Wickliffe – Building Services
- Chris Herndon - Central Grounds Zone
- Greg Shifflett - Heat Plant
- Faye Hocker, Eliza Kingston, David Londree - Housing Zone
- Robert Hutcheson, Travis Stevens, Jermey Vest - Landscape

Hoo Retired

Shashi Kavde, center, retired October 7 after 15 years of service as Senior Civil/Structural Review Engineer. Surrounded here by his University Building Official colleagues – (L-R), Sathish Anabathula, Sandy Lambert who retired in 2010, Ron Herfurth, Elaine B. Gall, Jessica Hurley-Smith and Bob Waite – Shashi was celebrated for his substantial engineering and professional skills in reviewing new and existing designs for constructability, value, and conformance to structural design standards. Shashi provided outstanding contributions to the planning, design, and construction of numerous new facilities as well as difficult renovations of existing facilities at the University, University Health System, UVA College at Wise, and other UVA-owned properties throughout Virginia. Shashi also served the University on numerous occasions when concerns related to the structural integrity of University structures arose, performing on-site investigations and analysis to determine proper actions needed for each situation. Most recently he provided inspections and engineering evaluations throughout Grounds after the August 23, 2011 earthquake event. UVA appreciates Shashi’s many contributions.

Accomplishments

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Noted with Regret

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Facilities Management’s Office of Human Resources and Training team participated in the Charlottesville Community Job Fair held September 29 at the John Paul Jones Arena. To offer prospective applicants a first-hand description of various jobs and responsibilities, trades supervisors and managers joined HR&T staff in meeting attendees and helping them identify positions that matched their interests and qualifications. In the adjacent photo: McCormick Zone Maintenance Supervisor Ed de Bary (L) and Health System Physical Plant Zone 2 Superintendent Gary Allen talk with a job fair attendee about the “ownership” aspect and team approach of zone maintenance. Second Photo: HR&T Team Member Sarah McComb talks with a prospective applicant who has come prepared with a resume and references.

On Sunday, September 11 at Charlottesville’s 10th Anniversary Commemorative Event on the Downtown Mall, Facilities Management was represented by colleagues and long-time volunteers of the North Garden Volunteer Fire Company Chuck Pugh (E&U Power Systems Distribution), Ronnie Dudley (Roofing Crew) and Sandy Gardner (Maintenance Plumbing Shop). First responders and their company vehicles gathered at the County Office Building before proceeding to the Mall where vehicles were displayed along the route of the March of Honor. Facilities Management has many community and first-responder volunteers donating time and talents to service organizations throughout the region.

Sign Shop Supervisor Warren (Hubba) Wood and his son Robert pulled three people from a burning vehicle near Crozet November 10. Warren is a 28-year member and a former assistant chief of the Crozet Volunteer Fire Department. Robert is a State certified firefighter. When they received a call alerting firefighters to a vehicle crash nearby, they quickly arrived at the scene where flames were coming from the engine, Warren explained, adding that by-standers said people were still in the car. Warren worked to free each of the three passengers. Robert pulled the passengers away from the burning car, extracting the third person just as flames entered the passenger compartment.

Employee Council Chair Molly Shifflett (left) and Landscape Representative Shannon Adams showed off the overflow of coats and sweaters donated by Facilities Management employees to the 2011 Big Warm Up, in partnership with UVa’s Executive Vice President’s Council (EVPC). However, after this photo was taken, the collection more than doubled by the next morning: there must have been many employees clearing out closets that evening! The EVPC reported that over 1170 coats and sweater were collected from UVa employees to be delivered to the Boys and Girls Club of Central Virginia and Monticello Area Community Action Agency.