Third Annual FM Town Hall Meeting

Facilities Management’s third annual Town Hall Meeting attracted a standing room only crowd to the Chemistry Building’s 500-seat auditorium on August 19. Associate Vice President and Chief Facilities Officer Don Sundgren opened the meeting by highlighting departmental changes and notable projects, encouraging business units within the department to work cooperatively. “The most effective we can be is as ‘One FM’ when we all come together,” he said.

Guest speakers took the stage to discuss FM’s four core initiatives: Respectful Workplace, Diversity, Sustainability and Safety. Highlights of the year include:
- 1,180 FM employees received Respectful Workplace classroom training over the past year and six employees were recognized as Respectful Workplace Champions.
- The FM Annual BBQ and Ice Cream Social produced zero waste for the first time and FM implemented the Green Workplace Program.
- The FM Diversity Committee launched its Employee Engagement program promoting engagement and inclusion.
- FM Occupational Health & Safety reported a decrease in the number of severe safety incidents, while increasing the number of safety training topics being offered and the number of people attending safety classes.

Mr. Sundgren closed out the presentation by answering submitted questions and discussing some upcoming changes, including the possibility of reviewing supervisors during annual evaluations and a new alcohol and drug testing program.

Apprentice & Education Recognition Ceremony 2015

At the July 23 Apprentice & Education Recognition Ceremony, the Virginia Department of Labor & Industry recognized the Apprenticeship program, which was established in 1982, for its more than 30 years of existence.

“They have created a culture here at the University that many employers throughout the commonwealth are trying to create,” Virginia Department of Labor & Industry Apprenticeship Consultant Todd Cook said during the ceremony.

More photos on page 2
At the July 23 Apprentice & Education Recognition Ceremony, U.Va. officials and Facilities Management employees and their families gathered in Alumni Hall to recognize the accomplishments of 26 staff members. Later in the ceremony, the 13 new Apprentice inductees were welcomed into the program by the 2015 Apprentice graduates and U.Va and FM officials. Pictured (left) is U.Va. Executive Vice President and Chief Operating Officer Pat Hogan congratulating Plumbing Apprentice Inductee Marcus Klaton. The 13 inductees into the Apprenticeship Program in 2015 include Peter Chege (Electrical), Devante Dowell (Carpentry), Matthew Everidge (Carpentry), Christopher Hall (HVAC), Shane Harris (Masonry), Marcus Klaton (Plumbing), Derek Leake (HVAC), Pierre Porter (Electrical), George Sheffield (Plasterer), Drew Shelton (Carpentry), Dione Sims (Electrical), Frankie Stockes (HVAC) and Steve Thompson (HVAC).

Six apprentices were recognized by U.Va. and Facilities Management officials for graduating in 2015. Shown here are, from left, U.Va. Vice President for Management and Budget Colette Sheehy, Director of Project Services Mark Stanis, Apprentice Graduate Matthew Anderson (Carpentry), Director of Health System Physical Plant John Rainey, Apprentice Graduate Nestor Jara (Carpentry), Associate Vice President and Chief Facilities Officer Don Sundgren, Apprentice Graduate Shane Black (Plumbing), Pat Hogan, Apprentice Graduate Nicola Lemmer (Electrical), Director of Operations Cheryl Gomez, Apprentice Graduate Caitlin Murtaugh (Plumbing), Virginia Department of Labor & Industry Apprenticeship Consultant Todd Cook, Apprentice Graduate Dakota Peregoy (Plumbing) and Apprenticeship Program Manager and Human Resources & Training Director Rebecca Leinen.

Six colleagues were recognized for earning degrees from various universities. Shown here are, from left, Colette Sheehy, Matthew Bartley who earned an Associate of Science in Engineering from Piedmont Virginia Community College, Phyllis Meredith who earned an Associate of Applied Science in Police Science from PVCC, Don Sundgren, Shawn Walker who earned an Associate of Science in Management from PVCC, Betty Bowman who earned a Bachelor of Business Administration from Averett University, Sarah McComb who earned a Master of Science in Human Resource Management from Walden University, Pat Hogan and Rebecca Leinen. Employees who were honored but unavailable for the photo included, Berhan Aljiji, who earned a Bachelor of Interdisciplinary Studies with a Business Concentration from the University of Virginia, and Mary Jasper, who was recognized for her essay “Time to Get Rid of the Car” which won this year in the Voices of Adult Learners contest.
Multiple FM Departments Assist Conference Services

Every summer, the University’s residences transform into the city’s largest hotel operation when Conference Services hosts more than 10,000 guests from athletic camps, adult seminars and student orientations, according to a report by Assistant Director for Maintenance Mike Payne. This summer, multiple Facilities Management departments – including Building Services, Maintenance, Geospatial Engineering Services and Technology & Innovation – joined together to improve FM’s assistance with this process by creating and utilizing a new online application called the Conference Services Workflow tool.

This application displays a colored-coded map of all of the residences with the colors referring to the room’s current status, including whether staff is performing maintenance, cleaning or inspecting. Maintenance and Building Services supervisors can access this tool in the field using an iPad to update the status of the rooms, allowing FM managers and staff from Conference Services to view up-to-date availability via their desktop computers. “It allowed us to have a conversation with everybody in real time,” explained Building Services Quality Assurance and Development Manager Sandra Smith. “Previously, our process was more time consuming and involved a lot of phone calls.”

The new tool involved the collective efforts of countless FM employees, “a true example of One FM,” according to GES Manager Jennifer Heckman. GIS Analyst Drew Macqueen took an online course to develop the skills to create the new mapping application, which was linked to an online inspection tool previously created by IT Project & Software Development Manager Dave Blair. In addition to working with the GES group in the development stages, Conference Services, Maintenance and Building Services employees familiarized themselves with this new technology, adjusting their typical work processes. The new application also allowed for better data analysis regarding the necessary staffing numbers and time required to ensure Conference Services’ needs were met.

Projects in Progress

FM Shop & Support Building

Construction of the $6 million Facilities Management Shop Support and Office Building (formerly referred to as Leake II) is well underway, with estimated completion scheduled for December. The new building – located west of the Leake Building toward Lacy Hall – is currently tracking LEED Gold Certification with many sustainable features including the use of natural light, green roofs, photovoltaic panels, LED lighting and highly efficient mechanical systems.

The primarily open office floor plan will be home to FM employees within Human Resources & Training, Safety, Sustainability, Environmental Resources, Geospatial Engineering Services and other Operations groups. Current construction activities include the installation of site utilities, the electrical and plumbing systems and exterior brick masonry with drywall, ceramic tile and mechanical, electrical and plumbing piping and ductwork beginning in the near future.

Senior Project Manager Amy Eichenberger and Construction Administration Manager Keith Payne are managing the project.
Projects in Progress and Recently Completed

Public Safety Substation

Project Services recently completed its renovation of 1413 University Avenue, the new home of the Public Safety Substation. The station, previously located in a temporary building across the street, is a joint effort of the U.Va. Police Department and the Charlottesville Police aimed at increasing police visibility in the Corner area.

The interior of the building – formerly home to the Freeman-Victorious Framing Shop – was demolished and new electrical, plumbing and HVAC systems were installed. The team created three office spaces, new bathrooms, a kitchenette, a bike repair area and a new façade.

The project – which was completed over the summer – was managed by Senior Project Services Manager Spike Weeks and Construction Project Manager Dale Newton along with Facilities Planning & Construction Design Services Manager Joe Phillips and Senior Project Manager Amy Eichenberger.

Old Cabell Hall Ornamental Masonry Repair

During the recent roof replacement project at Old Cabell Hall, Facilities Management staff uncovered deterioration of the wood along the roof line in addition to the three concrete roof ornaments known as acoteria.

Rubber molds of the original acoteria – which were deteriorated due to exposure to the elements and were beyond repair – were used to create the concrete replicas. Similar ornaments were replaced on neighboring Cocke Hall and Rouss Hall in 2006-07.

This summer, Central Grounds Zone carpenters replaced the rotted wood along the roof line and on the platforms that support each concrete ornament, which range in weight from 500 to 2,100 pounds each. The installation of the new acoteria was a joint FM effort involving the carpenters and Project Services masons as well as FM Roofers and Energy & Utilities staff, who ensured the ornaments were properly secured to the roof.

The project was managed by FP&C Historic Preservation Project Coordinator Sarita Herman.
Best Wishes for a Long & Happy Retirement

John Toney of Central Grounds Maintenance retired August 1 after 34 years. John first joined FM as a temp in 1981 working his way up to lead carpenter and then carpenter supervisor. For decades, John made meaningful contributions to every significant restoration project in the Academical Village, including Pavilions II, VI, I and VII. He was described as “the UVA carpenter of choice” and in recognition of his abilities and leadership, he was given the additional responsibility of managing the maintenance masons and plasterers. “From early on, it was clear that your talents would make an enduring contribution to the preservation of our most precious structures, the World Heritage buildings along the Lawn,” according to a retirement letter.

Mary Woody of Housing Custodial retired August 1 after 28 years. Mary first joined U.Va. in 1988 as housekeeping worker and served a variety of buildings across Grounds with her excellent service and dedication. Most recently, Mary worked in the Alderman Road Residence area although she was known to welcome all opportunities beyond her normally assigned duties, helping colleagues and filling in for absences as needed. Mary is pictured with Housekeeping Zone Manager Tanyia Moore who, along with a group of Mary’s fellow coworkers, surprised her with a retirement gathering.

Michael T. Johnson of Building Services retired August 1 after 36 years. Mike served as a custodial services worker in a variety of buildings, including Brooks Hall, Cobb Hall and Jordan Hall, specifically the building’s Anatomy Lab where he worked for 20 years. Mike has been a champion of green cleaning principles and has been known for his positive attitude and warm and friendly demeanor. “Your professional skills in the areas of floor care, carpet care and asbestos abatement have benefitted our building occupants, visitors and facilities staff during your tenure,” according to a retirement letter. Mike is pictured with Housekeeping Zone Senior Manager Hattie Agee.

Gary Shifflett of West Grounds Maintenance retired August 1 after over 36 years. Gary first joined FM as a carpenter in 1979, later excelling into his most recent role as carpenter lead. Gary spent many years performing renovations on the Lawn, including essential repairs on the Pavilions, as well as responding to emergencies no matter the day or time. “You have always gone that extra mile to be sure you are providing excellent customer service in all that you do,” according to a retirement letter. During his time at FM, Gary earned several Outstanding Service and Extraordinary Contributor Awards and had a reputation for competence and thorough knowledge of his trade. Gary plans to spend his retirement relaxing and fishing, as well as visiting his many former coworkers.

Tom Frazer of the Heat Plant retired August 1 after over 30 years. Tom first joined FM in 1985 as a utility serviceman, eventually moving his way up to electronics technician supervisor. In an effort to learn the ways of the boiler industry, Tom took classes at PVCC and CATEC in electrical and electronics, earning multiple certifications and licensures. He received numerous awards and recognition for his professionalism, strong work ethic and “can do” attitude, most notably for his outage efforts, including his work during a July 2005 power loss and managing coal boilers and controls during the 2004 gas curtailment.

Richard Critzer of West Grounds Maintenance retired August 1 after 38 years. Richard first joined FM as an electrician’s assistant within the medical center in 1977, moving through the ranks to electrician, lead electrician, high voltage lineman, master mechanic and into supervisory roles. Since 2003, Richard had been in charge of planning and overseeing Alumni Reunions Weekend, and in 2009, he became a superintendent putting multiple shops under his care. “Your familiarity and influence with the skilled workers in those shops played a key role in FM’s successful transition away from central shops and into localized service zones,” according to a retirement letter. Richard, who retired as the manager of the West Grounds Zone, said that he had always worked with a bunch of good workers who “made me look good.” He plans to spend his retirement playing golf, fishing and traveling.
Best Wishes for a Long & Happy Retirement

**Phyllis Gough** of Building Services retired August 1 after 37 years. Phyllis joined FM in 1978, serving as a housekeeping worker initially in New Cabell Hall, then in the Rotunda for 25 years and eventually as a supervisor in the Newcomb Zone. When President George Bush and First Lady Barbara Bush visited the Rotunda in 1989, the First Lady invited Phyllis to take a photo with her (see page 7), which “speaks volumes” to Phyllis’ warm and friendly presence, according to a retirement letter. “You have influenced operations and culture in several of our zones and are considered an expert when it comes to knowing history, buildings, and staff in the department,” the letter stated. Phyllis plans to spend her retirement traveling and relaxing.

**Mario Biazon** of Building Services retired August 1 after 24 years. Mario joined FM in 1991 as a housekeeping worker, serving the Central Grounds Zone and many different buildings all across Grounds. “You formed strong bonds and special relationships with all of the building occupants through consistent communication and trust,” according to a retirement letter. Mario was recognized for his floor work expertise as well as his amazingly beautiful handwritten signs noting a wet finish on the floor. Mario plans to spend his retirement with family and friends as well as working on carpentry and household projects. He is pictured with Housekeeping Zone Manager Joe Newton.

**William “Hodge” Hodges** of Project Services retired September 1 after 41 years. Hodge started at U.Va. in 1974 as a carpenter assistant within the hospital. After five years, he was asked one morning to go over to the academic side temporarily to pour concrete at the Tuttle House, and he continued working on the academic side ever since, later moving up to the role of carpenter. He has worked in every building on Grounds including major renovations at Carruthers Hall and McLeod Hall. He also renovated all of the bathrooms on the Wise campus and worked to secure all of the Pavilion balconies. Hodge was known for being one of the first to arrive in the morning and always willing to come into work after hours when needed.

**Sandy Gardner** of West Grounds Maintenance retired September 1 after over 36 years. Sandy first joined FM as a landscape & grounds worker in 1979 later transitioning to a trades assistant and in 1983 he enrolled in the Apprenticeship Program learning the plumbing trade, which he performed with distinction both on the utilities and maintenance teams. One of his favorite projects involved installing 4,000 feet of chilled water pipe from Rouss Hall down Hospital Dr. Sandy has been known for his selfless commitment both on the job and through his many years volunteering with North Garden Fire and Rescue. “No matter the challenge – plowing snow around the clock, repairing a burst water main in the depth of winter, or cleaning up after a hurricane – you could be counted on to respond with skill and dedication,” according to a retirement letter.

**Joey Fitzgerald** of Project Services retired September 1 after 43 years. Joey started at FM in 1972 as an assistant store keeper, later applying to be an electrical helper as he wanted to learn a trade and become an electrician. Joey has worked on many large and small projects all over Grounds, including McLeod Hall, the first total building renovation done floor by floor by Project Services. Joey was an integral part of this project as he served as the electrical lead. Joey was always willing to help out with whatever was needed – from setting up chairs for graduation, serving on the safety committee to assisting with some of the worst snowstorms. “You have dedicated yourself to make UVA a better and safer place. You have achieved this with great values and hard work,” according to a retirement letter.

**Ricky Morris** of Project Services retired September 1 after 35 years. Ricky first joined FM as a temp in building and grounds, later becoming a carpenter’s assistant in the upholstery shop and eventually moving into his role as cabinet finisher in the cabinet shop. Ricky has served on numerous projects in the academic and health system, playing an instrumental role in renovations at McLeod Hall, numerous Pavilions, O’Neill Hall and most recently Wilson Hall. “Through your many years of service here at the University, words like ‘quality,’ ‘can do,’ and ‘friend to all’ have been used to describe your work and positive attitude,” according to a retirement letter. Ricky is pictured with Cabinet Builder Supervisor Kevin Campbell and Director of Project Services Mark Stanis.
Larry Brooks of Building Services retired September 1 after over 46 years. Larry first started at the University in 1969 serving as a housekeeping worker at the old medical school, later being promoted to housekeeping lead worker serving the academic side. Larry has worked in many different buildings on Grounds, including the Rotunda and Gilmer Hall, where he worked for the past 15 years. Years ago, he also served on the “window crew,” a team of three who cleaned the exterior windows of all of the buildings around Grounds. Because of his extensive experience, many of his coworkers referred to him as the “human GPS” as he is often able to help coworkers, students and staff find their way around. In addition to his service at U.Va., Larry also diligently worked at Albemarle County schools for 29 years.

Steve Pease of Health System Physical Plant retired September 1 after over 36 years. Steve first joined the University in 1979, working at the old Blue Ridge Hospital and later moving up to painter lead with the HSPP renovations team. Steve has witnessed many changes and building additions during his time at the University and has enjoyed seeing U.Va. grow to the extent that it has. “He is one of the classiest and nicest gentlemen here,” HSPP Director John Rainey said at a retirement party thrown in Steve’s honor. In his retirement, he plans to travel with his wife and build a new house. Steve is pictured with John Rainey and U.Va. Vice President for Management and Budget Colette Sheehy.

Our Retirees Over the Years

Historic photos of our recent retirees include, from left, Phyllis Gough with First Lady Barbara Bush during President George Bush’s visit to U.Va. in September 1989; Joey Fitzgerald fixing a light on Grounds in December 1995; Tom Frazer at the Heat Plant in January 2002; Bill Hodges repairing fireplace trim in a Lawn room in July 1999; and Larry Brooks ensuring every window in Ruffner Hall is spotless during graduation in May 2001.

Retirement Parties

FM staff celebrating our recent retirees include, top from left, Housekeeping Zone Manager Joe Newton, Retiree Mario Biazon, Housekeeping Supervisor Randall Richardson, Retiree Mike Johnson, Housekeeping Zone Manager Hattie Agee, Custodial Services Superintendent Mark Barrett and Retiree Phyllis Gough; Retirees Joey Fitzgerald, Ricky Morris and Bill Hodges; Trades Utility Senior Worker Steve Swingler, Painter Kenny Thompson, Retiree John Toney, Carpenter Page Fox, Carpenter Lead Gene Lyman, Carpenter Vern Buchanan and Carpenter Lead Keith Wood; bottom row from left, Housekeeping Supervisor Wanda Snead and Retiree Larry Brooks; Retirees Richard Critzer and Sandy Gardner, Plumber Supervisor Lee Bryant, Trades Utility Senior Worker Tom Cromwell, Plumber Lead Thomas Evatt and Plumber Steamfitter Donnie Hackney.
In the weeks and days leading up to Move In Weekend on August 21-22, Facilities Management staff was busy preparing for the arrival of thousands of new and returning students. Landscape Projects & General Services Supervisor Todd Romanac and his crew – including Landscape Worker Kassim Hassan (left) and Jermy Vest, Phil Saunders and Robbie Birckhead – planted trees, shrubs and grasses surrounding the newly constructed Gibbons House dorm along Alderman Road. Housing Custodial team members – including Housekeeping Workers Marvin Smith (center) and Anthony Boykin – ensured the floors of Courtenay House were clean and sparkling prior to the arrival of the students. Recycling workers – including Tyler Fawcett (right), Osman Mohamed and Fazel Saidal – collected cardboard boxes dropped off by students moving into the McCormick Road Residence Area and bundled and loaded them into a truck parked near Echols House. The Recycling team continued to collect an abundance of cardboard during the weeks surrounding Move In Weekend, totaling a little over 54,000 pounds, according to Recycling Program Superintendent Sonny Beale. During this time period, the team also collected about 26 cubic yards of plastic, metal and glass and another 30 cubic yards of mixed packing paper materials that might have weighed as much as 1.5 tons.

To Rollie Zumbrunn, Tony Santana, Vibha Buckingham, Tanya Moore, Mike Merriam, Mike Payne, Sonny Beale and Rich Hopkins: Thank you to you and your staff members for a successful Opening (Move In) week and weekend. We appreciate the efforts to prepare Housing & Residence Life facilities; ensure trash and recycling collection and removal; and the service provided to residents and their families. The first impression a customer has is always the strongest. Thank you for making that first impression positive. — Trish Romer, Housing and Residence Life

To Esther Mozie: So often, we take for granted the housekeeping services that are being performed in our building at 1003 West Main Street. It is normal to come into work and expect all areas to be clean, free of debris and trash, which is always the case. However, I can instantly tell/notice if the building was cleaned by Mrs. Mozie because there are just some extra things that she does to set her performance apart. I appreciate the work and performance that she does here at my office building. — Nathaniel Brown, Facilities Planning & Construction

To Kalenga Kilumba: Kalenga has been doing an outstanding job collecting trash, cleaning floors and performing other assorted housekeeping work in and around our lab in MR5. As the manager of this busy laboratory, I can attest to how important it is to have our waste picked up daily and to have this area clean. The job is done with minimal disruption to our staff and our work. He has a joyful spirit, is professional in his demeanor, works very hard and is willing to accommodate our housekeeping needs. In just a short time, Kalenga has already made a positive impression on all our staff. — Jim Garmey, Center for Cardiovascular Research

Save the Dates

Now-Oct. 31: Complete Active annual health assessment and the Fall Fitness Challenge online.
Oct. 5-31: Open Enrollment for 2016 Benefits. For info, visit the UHR website.
Oct. 5: FM Fall Blood Drive.
Oct. 13: FM Annual BBQ.
Oct. 14: Academic Division Benefits & Wellness Fair at Newcomb Hall.
Nov. 18-19: Leadership Forum.