

The Occupational Programs Weekly Wrap Up

UVA Facilities Management

01.20.2023



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***Don't forget:
Reasons to Celebrate!***



See page 2 for more information and to celebrate the graduates! >>

Let Us Know: You can always email FM-OHS@virginia.edu if you have suggestions or story ideas. Now there's a new way to get in touch — **Let us know** by answering a few quick questions.

APPRENTICESHIP

Celebrate with Us: Class of 2022 Graduation

**January 26, 2023, 1:30 PM
Newcomb Hall Ballroom**

***Congratulations to the 11 graduates of the UVA
FM Apprenticeship Class of 2022:***



Brittany Collier,
Electrical



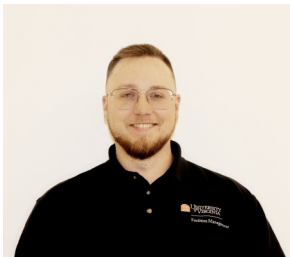
Cameron Sellers,
Electrical



Jalisa Stinnie,
Electrical



Trevor Herring,
HVAC



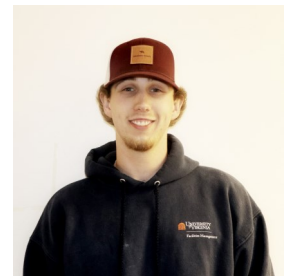
Ben Melugin,
HVAC



James Simmons,
HVAC



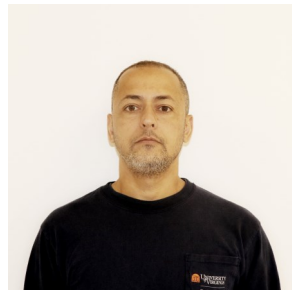
Matt Taylor,
HVAC



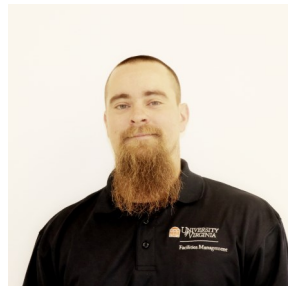
Jonathan Taylor,
HVAC



Rene Teran Vazquez,
HVAC



Zouzek Abdalhusain,
Plumbing



Tim Simonin,
Plumbing

Thank you to Virginia DOLI, FM leadership, instructors, mentors, on the job trainers, supervisors, and managers that have supported the Apprenticeship Program and the apprentices as they build their careers at UVA.

OCCUPATIONAL HEALTH & SAFETY

DID YOU KNOW?: STACKING MATERIALS SAFELY

Stacking boxes or other various materials can be hazardous to workers if not done correctly. Injuries from improper stacking techniques can result in workers becoming pinned, crushed, or struck by falling items. **Keep these tips in mind when stacking materials!**



- Stack loads on a **level surface**, straight and even.
- Place **heavier loads on lower or middle shelves**.
- When handling materials, **wear work gloves and safety boots as necessary**, e.g. sharp edges or heavier loads.
- Only stack material in **authorized areas**, never near doorways, access ways or on fire escape routes.
- Always **check for clearance limits**.

Email FM-OHS@virginia.edu to collaborate with the Occupational Health and Safety Team

TOOLS FOR YOUR TOOLBOX: IDENTIFYING BURNOUT

What is burnout? Job burnout *is a stress related work condition involving physical or emotional exhaustion, or both*. While not a medical nor mental health condition, it can have serious effects on the individual, as well as their family and fellow coworkers.

Major Signs of Job Burnout:

- Physical and/or emotional **exhaustion**.
- **Cynicism**, or a lack of interest in work that becomes negative or callous.
- **Feeling inadequate** or no longer effective.
- **Loss of sleep or appetite**.
- **Trouble concentrating**.

UVA FEAP is a **FREE** resource to help you confront the effects of burnout and stress: www.uvafeap.com

How to Deal with Burnout:

- **Evaluate your options**-talk with your supervisor about your specific concerns. An opportunity for compromise or solution may be possible.
- **Seek support**. **FEAP** (linked at right) is a great resource!
- **Prioritize your self-care**.
- **If possible, take some time off from work** to clear your head and re-center.
- **Try a relaxing activity**. Explore hobbies that can help with stress.

OCCUPATIONAL TRAINING

Leadership Connection: 4 Leadership Trends for 2023

As we move beyond New Year's Resolutions and start to gain speed into 2023, I think it's always a good idea to look ahead and try to anticipate challenges that may present opportunities for improvement or the potential to avoid disaster. The *Fast Company*, a leading business media brand with a focus on leadership, shared an interesting article focused on 4 leadership trends to look for in 2023.

Author David Rock, the co-founder of the NeuroLeadership Institute, shared that in 2022, much of the business world dealt with the challenge of aftershocks caused by the pandemic, like the “great resignation” and “quiet quitting.” Rock shared that he anticipates 2023 to continue with residual effects of the pandemic, but sees a chance to a focus on wellness and taking care of our employees. **The themes listed by Rock include:**

- **An organizational responsibility for physical and mental-well being**—UVA provides FEAP for employees & their families: <https://uvafeap.com/>
- **Psychological safety as an additional safety focus**
- **Neurodiversity in workplace design**
- **An awareness of the after-effects of collective trauma**– Both UVA FEAP linked above and Hooswell can provide resources: <https://hr.virginia.edu/wellness/earn-rewards>

As you can guess, all the trends spotted by the author are centered on brain/emotion-centered themes, and rightly so based on our collective experience over the past few years. I have spotted some of these topics on UVA Grounds through training and awareness campaigns. Each of these topics offers an expanded opportunity for awareness and engagement with our teams which will result in a more effective team and a safer workforce.

Read more: “The Thread of Innovation: transformative banking starts with people” -

<https://www.fastcompany.com/90824676/leadership-trends-2023>

For more information on the topics above, check out these Topics in Workday Learning:

- **Creating Psychological Safety for Diverse Teams:** <https://at.virginia.edu/23Ex6M>
- **Diversity, Inclusion, and Belonging:** <https://at.virginia.edu/BafII9>
- **Become a Trauma Informed Leader:** <https://at.virginia.edu/KP07gT>

Construction & Technology

Construction and renovation is a key component of Facilities Management. Historically, the construction industry has not been on the cutting edge of technology, but industry trends show this changing in some significant ways. **Reliance on mobile devices for photos, transmitting images, sharing designs and schematics has become commonplace. We expect this to evolve to enhanced tools and abilities to view and move around buildings using augmented reality and similar technologies. This enhances our ability to identify issues and safety concerns before we break ground and to do so with reduced employee exposure. Expect improved collaboration, enhanced employee safety and faster problem resolution. It is exciting to see what technology changes are in store for us here at UVA and we hope to keep you abreast of trends in the construction industry. Be assured that FM OP will be here to provide training and guidance in this ever-changing environment.**

If your team has training needs, please reach out to FM-Training@virginia.edu to develop solutions or connect with a subject matter expert.

OCCUPATIONAL TRAINING

Cultivating Well-Being During Challenging Times

In this webinar, Dr. Richard Davidson, Founder and Director of the Center for Healthy Minds at the University of Wisconsin-Madison, will share his insights, wisdom, and strategies regarding ways to build connection and well-being by learning a measurable set of skills that includes awareness, connection, insight, and purpose. Research shows that by practicing these skills for just 5 minutes a day, we can improve our relationships and morale, feel more valued and supported, and reduce depression and stress.

January 26th, 2023, 1:00-2:00 PM via Zoom

Additional information & register here:

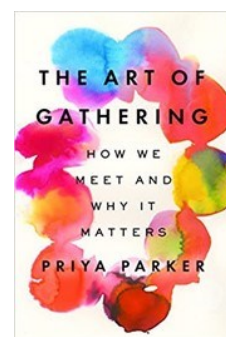
<https://uvafeap.com/events/cultivating-well-being-during-challenging-times>

Gather Well at Work: A Human-Centered Approach to Meetings and More from UVA Organizational Excellence

“The most sacred thing we have is our collective and shared time together. Gatherings are more than the sum of their parts. Done well they are meaningful, purposeful and even transformative.”

- Priya Parker

Meetings, events and gatherings – virtual and in-person - are part of work every day. Based on key principles from “The Art of Gathering” by Priya Parker, this session will provide a framework to guide the effective design and delivery of any group gathering - regular meetings, committee meetings, retreats, planning sessions, celebrations, and more. Learn how to be more intentional and thoughtful in the way you bring people together to elicit connection, meaning, and creativity.



Presenter: Sarah Collie, Organizational Excellence

When: January 30, 2023, 1:00 p.m. to 2:15 p.m.

Details: Zoom access information will be provided to registrants prior to event.

Register: <https://at.virginia.edu/6oD09D>

Apply for UVA FM Jobs

Current UVA Employees Search for and apply to jobs using your existing [Workday account](#):

See UVA HR's **How to Apply: for Internal Candidates:** <https://at.virginia.edu/jgLuzS>

External Applicants (not currently employed by UVA) will be prompted to create a profile in Workday when applying: <https://uva.wd1.myworkdayjobs.com/UVAJobs>

Not all listings are available to external applicants.

Questions on job listings should be directed to AskHR@virginia.edu

See FM jobs >>

OCCUPATIONAL TRAINING

Professional Development Opportunities

Sessions are intended for all FM employees and will be offered at both HSPP West Complex and FM Alderman to provide better access to these opportunities. *Registration is required.*

Topics, Dates, & Registration Links:

- **Communicating with Tact and Professionalism:** <https://at.virginia.edu/SiTwoj>
 - January 24, 2023, 1:00-3:00 PM, in Skipwith Hall 112 - Upper Level Large Conference Room
 - January 25, 2023, 8:00-10:00 AM, in HSPP West Complex Level 'O' Conference Room
- **Emotional Intelligence:** <https://at.virginia.edu/MpKj2S>
 - February 7, 1:00-3:00 PM, in Skipwith Hall, 112 - Upper Level Large Conference Room
 - February 8, 1:00-3:00 PM, in in HSPP West Complex Level 'O' Conference Room
- **Conflict Management:** <https://at.virginia.edu/uQcKhF>
 - February 14, 1:00-3:00 PM, in Skipwith Hall, 112 - Upper Level Large Conference Room
 - February 15, 1:00-3:00 PM, in in HSPP West Complex Level 'O' Conference Room
- **Dealing with Difficult Behaviors:** <https://at.virginia.edu/WAORbP>
 - February 21, 1:00-3:00 PM, in Skipwith Hall, 112 - Upper Level Large Conference Room
 - February 22, 8:00-10:00 AM, in in HSPP West Complex Level 'O' Conference Room

Details & how to register are on the FM OT Professional Development page:

<https://www.fm.virginia.edu/employees/occupationaltraining/prof-development.html>

If you have questions, please email Occupational Training at FM-Training@virginia.edu

Mental Health Awareness: FEAP for Teams

Did you know that UVA FEAP can partner with your team to improve its collective health by developing a plan to address particular needs, or by developing training sessions focused on prevention and mental health awareness with a goal of fostering resilience and emotional well-being?

Contact FEAP Consultant [Mary Sherman](#) to discuss your team's needs and interests: 434-243-2643 or mbs5n@uvahealth.org.



Mary Sherman

LCSW, CEAP
434.243.2643
mbs5n@uvahealth.org

DIVERSITY, EQUITY & INCLUSION



Division for Diversity,
Equity, and Inclusion

2023

COMMUNITY MLK CELEBRATION

Celebrating the Dream, Continuing the Journey

January 16 - 31

mlk.virginia.edu

#UVA MLK

- Monday, 23rd—[Ours and Theirs: Celebrating the Perseverance of the HBCU Campus Amid Racialized Land Patterns](#)
- Wednesday, 25th—[Medical Center Hour: Environmental Health Equity](#)
- Thursday, 26th—[The Poetic Justice's Thoughts on Dr. King's Struggle for Justice](#)
- Thursday, 26th—[Keynote Event: Dr. Yaba Blay, "Celebrating the Dream, Continuing the Journey"](#)
- Saturday, 28th—[Madame C.J. Walker, Genealogy and American History](#)
- Tuesday, 31st—[Tell Them We Are Rising](#)
- Tuesday, 31st—[Behind the Scenes: Martin Luther and Coretta Scott King's Commemorative Statue "The Embrace"](#)



Workshop Alert!

The Cville Tool Library kicks off 2023 with THREE workshops that will help you plan and complete your next project:

- **Planning Your Project - January 28**
Come to this workshop with your project idea, and leave with a plan to complete it
- **Cutting with Power Tools - February 11**
Learn how to safely use different cutting tools, including table saws, circular saws, jig saws, radial arm saws - and more!
- **Fasteners - February 25**
Learn which fasteners to use for your project, and practice with the tools you'll need.

[Click here to register and learn more about the Cville Tool Library!](#)

If you have any questions about these events or would like to add others to the DEI section of the newsletter, please contact Emily Douglas at (434) 906-5810 or em4hg@virginia.edu—thank you!



let's celebrate!

Reasons to celebrate are all around us!

Here are some upcoming holidays this week, both fun and serious. Click on each to learn more.

January 20: Penguin Awareness Day

**January 21: National Use Your Gift
Card Day**

January 22: Lunar New Year's Day

January 23: Courtesy Week begins
Philippines

January 24: Belly Laugh Day

January 25: Opposite Day

**January 26: UVA FM Apprenticeship
Class of 2022 Graduation**

January 27: Holocaust Memorial Day

OCCUPATIONAL TRAINING



FM JOB LISTINGS

- R0039053 Quality Assurance Inspector
- R0035502 Senior HVAC Mechanic, Night Shift, 6:00pm - 6:00am
- R0027779 Arborist
- R0043939 Senior Electrician, Night Shift, 6:00pm - 6:00am
- R0043782 Arborist
- R0042339 Custodial Services Workers for Monday-Friday 3:00pm - 11:30pm shift
- R0041719 Senior Trades Utility Worker
- R0042421 Custodial Services Worker: Wednesday - Sunday 12:00pm - 8:30pm shift
- R0043779 Fire Systems Inspection Supervisor
- R0042542 Controls Engineering Technician/ Senior Controls Engineering Technician
- R0040639 High Voltage Electrician
- R0038599 HVAC Mechanic
- R0036614 Licensed Tradespeople (HVAC, Electrical or Plumbing)
- R0036157 Historic Mason - CC&R
- R0035437 Sign Shop Worker
- R0034508 Electrician
- R0034384 Plumber
- R0030791 Instrumentation & Controls Technician
- R0040008 Custodial Services Day Supervisor, Day Shift, North Grounds Zone
- R0041672 Senior Trades Utility Worker
- R0036931 HVAC Mechanic
- R0037336 Senior HVAC Mechanic, Alternating Shift (Sign-on bonus up to \$2,500 for new hires to UVA!)
- R0041086 Hazardous Materials Technician
- R0043422 Building Automation System Service Supervisor
- R0043300 Trades Assistant
- R0037356 HVAC Mechanic or HVAC Senior Assistant
- R0041953 Drywall/Plasterer
- R0040954 Senior Welder for Utility Systems
- R0041669 Custodial Services Supervisor - M-F, 5:00am-1:30pm
- R0042051 Recycling Worker
- R0043054 Building Automation Systems (BAS) Manager - Construction and Retrofit
- R0042979 Waste and Recyclable Materials Manager
- R0042962 Senior Carpenter
- R0041096 Custodial Services Worker, Housing: M-F 8:00am-4:30pm
- R0042657 Carpenter - Construction & Renovation Services
- R0042707 Senior Administrative Assistant
- R0042638 Conference Operations Supervisor (Student Wage)
- R0034727 Mason - CC&R
- R0041410 Utility Locator/Damage Prevention Technician
- R0042231 Electrician/Senior Electrician
- R0038218 Construction Administration Manager/ Senior Construction Administration Manager
- R0037339 Carpentry Supervisor
- R0032242 Licensed Tradespeople (HVAC, Electrical or Plumbing), Weekday Evening Shift Monday - Friday 3:30pm to 11:30pm
- R0042026 Project Coordinator
- R0041976 Computer Help Desk Tech (Student Wage)
- R0041476 IT Business Systems Analyst
- R0037877 Landscape & Grounds Worker
- R0041466 Custodial Services Worker - M - F 5:00 AM - 1:30 PM
- R0040760 Elevator Assistant Mechanic
- R0040339 Operator/Pipe Layer or Senior Operator/ Pipe Layer
- R0036003 Senior Sourcing Specialist
- R0038015 Assistant Web Developer (Student Wage)
- R0035630 Geospatial Space Technician
- R0035626 Geospatial Space Analyst
- R0035775 Licensed Tradespeople (HVAC, Electrical or Plumbing), Weekday Evening Shift Monday - Friday 3:30pm to 11:30pm
- R0031374 HVAC Mechanic

WELLNESS

VDH Statewide Resource Hotline for COVID-19 Questions

The VDH state-wide COVID-19 Resource Hotline is open and can be reached at 877-829-4682 on Monday-Friday from 8am-5pm. You can email our local health department, Blue Ridge Health District, with questions related to COVID-19 at BlueRidgeHD@vdh.virginia.gov and BRHD will continue to update their COVID-19 [testing](#) and [vaccine](#) web pages with the latest resources.

What to Do: Symptoms or Illness

- Any employee who is experiencing [symptoms of illness](#) (COVID-19, cold, or flu) should isolate/stay home, notify their supervisor, consult their healthcare provider or contact Employee Health, and get tested.
- UVA team members who are required to follow UVA Health's [policy OCH-002](#) should go to Employee Health at 400 Brandon Avenue (former Student Health location) for walk-in symptomatic COVID-19 testing between 8 am and noon or between 1pm and 4 pm, Monday through Friday.
- If UVA Health team members receive positive COVID-19 test results outside of UVA Health or Employee Health, they are required to notify [Employee Health](#) at 434-924-2013 or employeehealth@virginia.edu. (This requirement does not apply to other Academic Division employees.)

Is It Cold, Flu, COVID-19, or RSV?

There is overlap among the symptoms of [cold](#), [flu](#), [COVID-19](#) and [RSV](#). Stay home & see your doctor or self-test you have any symptoms of illness.

	Cough	Difficulty breathing	Fatigue	Fever	Headaches	Muscle pain or body aches	New loss of taste or smell	Runny or stuffy nose	Sneezing	Sore throat	Vomiting or diarrhea	Wheezing
Cold	Often	Rarely	Sometimes	Rarely	Sometimes	Sometimes	Rarely	Often	Often	Often	Rarely	Rarely
Flu	Often	Rarely	Often	Often	Often	Often	Rarely	Sometimes	Sometimes	Sometimes	Sometimes	Rarely
Covid-19	Often	Often	Often	Sometimes	Often	Sometimes	Sometimes	Sometimes	Sometimes	Often	Sometimes	Rarely
R.S.V.	Often	Sometimes	Rarely	Sometimes	Sometimes	Rarely	Rarely	Often	Sometimes	Rarely	Rarely	Often

At-Home COVID-19 Tests

- [Your health insurance will cover at-home over-the counter COVID-19 tests](#). Use your health insurance card at the pharmacy window.
- Individuals without insurance can access COVID-19 vaccines & testing through local [community health centers](#) or a [community testing site](#).
- If you already have plenty of COVID-19 tests, check to see if their expiration dates have been updated by the FDA: <https://at.virginia.edu/bWV3TP>

Find Your Voice



Build confidence for your next speech or presentation!

Toastmasters provides a fun, safe, and supportive environment for you to practice public speaking. Along the way, you'll build a better you!

Participating in Toastmasters will allow you to:

- Improve your public speaking and communication
- Gain confidence when speaking in front of others
- Sharpen your leadership skills
- Enjoy a competitive advantage in your workplace



Facilities Management

Take charge of your future and join our club today.

Hoos Speaking
Weekly meetings on Wednesdays,
noon–1 p.m. in person and online.

Email Narges Sinaki at
ns4xq@virginia.edu to attend.

If you would like, please feel free to
bring your lunch.