The Occupational Programs Weekly Wrap Up
UVA Facilities Management
01.20.2023

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Don’t forget: Reasons to Celebrate!

Graduation
Class of 2022

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.
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.

**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.

**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.

UVA FEAP is a FREE resource to help you confront the effects of burnout and stress: [www.uvafeap.com](http://www.uvafeap.com)
**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/](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](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.


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](https://at.virginia.edu/23Ex6M)

→ Diversity, Inclusion, and Belonging: [https://at.virginia.edu/Bafll9](https://at.virginia.edu/Bafll9)

→ Become a Trauma Informed Leader: [https://at.virginia.edu/KP07gT](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:

**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/6oDO9D](https://at.virginia.edu/6oDO9D)

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**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](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](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](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](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](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/WA0RbP](https://at.virginia.edu/WA0RbP)
  - 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](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

2023 COMMUNITY MLK CELEBRATION

Celebrating the Dream, Continuing the Journey
January 16 - 31
mlk.virginia.edu

→ 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 Scot 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!
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

Philippines

January 23: Courtesy Week begins

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
- **R0040008** Custodial Services Day Supervisor, Day Shift, North Grounds Zone
- **R0041672** Senior Trades Utility Worker
- **R0036931** Building Automation System Service Supervisor
- **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
- **R0038777** 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.

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<th>Fatigue</th>
<th>Fever</th>
<th>Headaches</th>
<th>Muscle pain or body aches</th>
<th>New loss of taste or smell</th>
<th>Runny or stuffy nose</th>
<th>Sneezing</th>
<th>Sore throat</th>
<th>Vomiting or diarrhea</th>
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**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](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

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.