

The Occupational Programs Bi-Weekly Wrap Up

UVA Facilities Management

10.13.2023

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

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.

UVA HR BENEFITS COUNSELOR COMES TO FM

Do you have questions about retirement, education benefits, FMLA, and more?

There will be monthly drop-in sessions to answer your questions!

Next: October 26

12:30-3:00 PM, Skipwith Upper Level Rm. 110

Walk-ins encouraged.



Be Flu-Free in 2023!

Annual Flu Vaccine Clinic

November 10, 7 AM-2 PM

at Zehmer Hall Lounge. Walk-ins only.

Questions?

Contact Employee Health: (434) 924-2013



FM EVENT PHOTOS

See photos from this week's Safety Summit and Employee Appreciation event on [page 6 >>](#)



Photos by Keith Woodson.

OCCUPATIONAL TRAINING

Leadership Connection: Empathy in Leadership

In a recent new hire orientation, I asked a new manager “In your experience, what is the most important leadership skill?” His response was quick and definitive: “*Empathy.*”

Empathy is a powerful tool that enables leaders to sense and understand others’ emotions. [According to author Tracy Brower](#), empathy is “far from a soft approach, and can drive significant business results.” Further, Brower states, “Great leadership requires a fine mix of all kinds of skills to create the conditions for engagement, happiness and performance, and empathy tops the list of what leaders must get right.”

Read Brower’s article: <https://at.virginia.edu/aPRp7r>

Further reading on the importance of empathy in leadership:

→ 5 reasons empathy is the most important leadership skill:

<https://at.virginia.edu/kL5jWT>

→ Empathy: A Key to Effective Leadership:

<https://at.virginia.edu/v8GVjq>

Related Workday eLearning (requires Netbadge login):

→ Empathy at Work: <https://at.virginia.edu/cRDaSO>

→ Leading with Empathy: <https://at.virginia.edu/Sz27VK>

→ How Leaders Can Connect Empathy and Results:

<https://at.virginia.edu/RHkDQp>

By Mark Orr, Senior Training and Development Specialist,
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Occupational Training: The Why? Week 4

[Our previous newsletter](#) discussed Promoting Safety & Compliance through training. This week is the fourth installment in this series, and we will focus on [enhancing professional development](#). FM’s training programs offer our employees opportunities for professional growth and career advancement. By investing in your development, both UVA & FM demonstrate a commitment to your success. Training initiatives may include certifications, workshops, mentorship programs, and cross-training opportunities, enabling employees to expand their skill sets, improve job prospects, and pursue higher-level positions within their trade, or move into an entirely new career.

For more information, questions about opportunities, or to schedule training for your team, contact us at: FM-Training@virginia.edu

By Bobby Putrino, OHS Trainer, rg4ny@virginia.edu, P 434-906-7354

Upcoming Training Topics—Register via Workday

Developing Decision Making Skills

★ Oct. 18, 9-11 AM, HSPP ‘O’ Conf. Rm.

★ Oct. 19, 1-3 PM, Skipwith Rm. 112

Register: <https://at.virginia.edu/FMDecisionMaking1023>

Goal Setting for Success

★ Nov. 14, 10:30 AM-Noon, HSPP ‘O’ Conf. Rm

★ Nov. 16, 1-2:30 PM, Skipwith Rm. 110

Register: <https://at.virginia.edu/FMGoals1123>

Building Effective Habits

★ Dec. 12, 10:30 AM-Noon, HSPP ‘O’ Conf. Rm.

★ Dec. 13, 1-2:30 PM, Skipwith 110

Register: <https://at.virginia.edu/FMEffecHab1223>

NEW EMPLOYEE ONBOARDING



Joining FM as of October 9

(listed from left to right):

Back Row:

- Justin Dudding, Instrumentation & Controls Technician
- Zachary Cowan, BAS Controls Assistant
- Larry Jackson, Heat Plant Maintenance Manager
- Joshua Herndon, HVAC Mechanic, Newcomb Zone
- O'Lando Hunter, Housing Custodial Services Worker
- Christopher Shifflett, Landscape & Grounds Worker

Front Row:

- Matthew Coe, Instrumentation & Controls Technician
- Kevin Grey, Associate Director of Automation Services
- Pabitra Budhathoki, Building Custodial Services Worker
- Arianna Ballas, Landscape & Grounds Worker

APPRENTICESHIP

Save the Dates: National Apprenticeship Week & Graduation



GRADUATION: Apprenticeship Class of 2023

November 15, 1:30 PM
Newcomb Hall Ballroom



National Apprenticeship Week, November 13-19, is a nationwide celebration of Registered Apprenticeship Programs (RAPs).

Learn more: <https://www.apprenticeship.gov/national-apprenticeship-week>

More details on these events coming soon.

Recruitment Season

Do you know of a classroom or community group that would benefit from learning more about UVA Apprenticeship? Or a local job fair that potential future apprentices may be attending?

Let us know!

Pass our information along & have the organizer email FM-Apprenticeship@virginia.edu

We will begin accepting applications for the incoming class in spring of 2024.



Pictured: FM Apprentice Evan Wagner representing the program at Charlottesville High School's 2022 Launch and Earn event.

Noted With Regret



Tammy Dean, a former employee of Facilities Management, died Sept. 22. Dean worked as a plumber steamfitter with Health System Physical Plant Zone 3 and retired in 2019. She first started at the University in 1984 and was working as a housekeeper when she decided to apply for the UVA Apprenticeship Program in 1994. **Dean was the first female plumber and the third woman to successfully complete the program when she graduated in 1998.**

See more:

<https://www.dignitymemorial.com/obituaries/charlottesville-va/tammy-dean-11472986>

DIVERSITY, EQUITY & INCLUSION



What did you think?

<https://at.virginia.edu/FMEventSurvey>

Please share your thoughts and ideas with us about the event so we can continue to improve and offer a great opportunity for everyone to feel appreciated each year.

Thank you - your feedback matters!

Thank You!!!

Thank you and your teams for taking time out of busy days to celebrate, appreciate and spend time together at the event this week.

We'd love to thank the following teams and people who helped make this event a success:

- **FM Event Team:** Forrest Johnson, Kelli Craddock, Kevin Lawrence, Jane Centofante, Lori Mohr Pedersen, Shannon Sahs, and Vinnie Vawter.
- **FM Team Sponsor, Programs & Informatics:** Day-of volunteers from the P&I Team & a special thanks to Emily McCafferty for leading the Vehicle & Bike Show, day-of volunteers from P&I, and shuttle service from HSPP.
- **Day-Of Helpers:** FM Employee Council Members and members of FM Occupational Programs team.
- **Avery Wagner** for event graphics & signage.
- **Kathy Grove** for ADA ramp guidance.
- **West Grounds Zone Team** for the ADA entrance ramp (built and installed!), generator, site installation, and tent permitting.
- **Sign Shop Team** for roping off the event space, production and installation of event signs.
- **Landscape Team** for clearing of event space.
- **Recycling Team** for the Installation of bins.
- **Sustainability Team** for assisting with a Zero Waste event!
- **And our wonderful vendors and resource table participants!**

See photos >>

Questions or comments about DEI updates? FM-DEI@virginia.edu

OCCUPATIONAL HEALTH AND SAFETY

Thank You: Safety Summit 2023 Participants

[See topics & photos >>](#)



Did You Know? LOTO

Lockout/Tagout, or LOTO, is a procedure used to make certain that machinery or equipment is shut down or de-energized before servicing occurs. This is accomplished by placing locks and tags on energy isolation points prior to starting work. LOTO is a great example of “eliminating” the hazard. According to OSHA, compliance with the lockout/tagout standard prevents an estimated 120 fatalities and 50,000 injuries each year.

Learn more:

- OSHA 1910.147 - The control of hazardous energy (lockout/tagout): <https://at.virginia.edu/OwccPH>
- The UVA FM LOTO Program: <https://at.virginia.edu/by8LZL>



Tools for Your Toolbox: Seasonal Affective Disorder

Seasonal Affective Disorder is characterized by recurrent episodes of depression in late fall and winter, alternating with periods of normal mood the rest of the year. Symptoms include oversleeping, daytime fatigue, overeating, weight gain, and even hopelessness and suicidal thoughts.

With fall in full swing, and winter just around the corner, try these strategies to help ease the discomfort of the darker months:

- Mindful Meditation: <https://at.virginia.edu/MDpwt6>
- Exercise: <https://at.virginia.edu/FT46XI>
- Light Box Therapy: <https://at.virginia.edu/THVIZW>
- Speak with someone FREE through UVA FEAP: <https://uvafeap.com/>



Learn more about SAD: <https://at.virginia.edu/nfgtQV>



SAFETY SUMMIT: SAFETY, QUALITY & PRODUCTIVITY:

A HOLISTIC APPROACH TO GREAT & GOOD WORK AT UVA

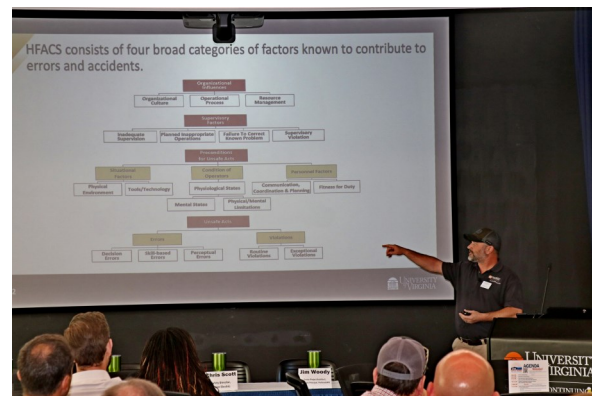
On Tuesday, October 10, UVA FM Occupational Health & Safety and the UVA Health Construction teams hosted a Safety Summit at Zehmer Hall to review workplace safety expectations for contractors and subcontractors working with UVA FM.



Learn more about topics, presenters, and panelists:

<https://at.virginia.edu/3N9qSq>

Thank you to everyone that helped make this event a great resource for our contractors! [See more photos >>](#)



PHOTOS: EMPLOYEE APPRECIATION EVENT, OCT. 11



[See more photos >>](#)

by Keith Woodson



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.

October 13: Ancestors' Day

October 14: National Baking Week

October 15: National Grouch Day

October 16: Dictionary Day

**October 17: Wear Something Gaudy
Day**

October 18: National Alaska Day

**October 19: National New Friends
Day**

OCCUPATIONAL PROGRAMS

View & 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

FM JOB LISTINGS*

- R0046368 HVAC Mechanic or HVAC Senior Assistant
- R0053678 Document Management & Compliance Analyst
- R0051133 Electrician
- R0051985 Electrical Engineer/Engineering Associate
- R0051031 Geospatial Space Analyst
- R0052599 General Services Worker
- R0053068 Senior Carpenter
- R0042657 Carpenter - Construction & Renovation Services
- R0049741 Sign Shop Worker
- R0052510 HVAC Mechanic
- R0053463 Engineering Team Leader
- R0053078 Senior Trades Utility Worker
- R0053729 Senior Trades Utility Worker
- R0045925 Custodial Services Supervisor, Evening Shift (Sign-On Bonus!)
- R0042542 Controls Engineering Technician/Senior Controls Engineering Technician
- R0052893 Maintenance Zone Manager
- R0047417 Mason - CC&R
- R0044377 Senior Electrician
- R0053783 Heat Plant Operator
- R0044371 Electrician
- R0046919 Geospatial Space Technician
- R0048313 Senior HVAC Mechanic, Evening Shift, 3:00pm - 11:30pm
- R0047982 Student Assistant, Geospatial Engineering Services (Student Wage)
- R0051420 Project & Construction Management Supervisory Team Leader
- R0046590 Utility Locator/Damage Prevention Technician
- R0051946 Plumber
- R0052744 Plumber
- R0049262 Pipefitter/Steamfitter
- R0044441 Senior Pipefitter/Steamfitter
- R0044445 Senior Welder for Utility Systems
- R0049244 Welder
- R0053786 Heat Plant Supervisor
- R0052974 Resident Manager (Student Wage)
- R0052184 Custodial Services Worker, Housing: M-F 8:00am-4:30pm
- R0052326 Senior Electrician
- R0051116 Recycling Worker
- R0049672 Fire Suppression Systems Technician
- R0053076 Custodial Services Worker - Evening Shift
- R0052325 Electrician
- R0053753 Custodial Services Worker - Multiple shifts available!
- R0052596 Systems Control Operator, Night Shift
- R0048983 Plumber
- R0053226 HVAC Mechanic or HVAC Senior Assistant
- R0049950 Plumber Senior Assistant
- R0050407 Utilities Supervisor

* As of 10/12/2023