Greetings! It is a great time to be at UNC Charlotte and a part of our Facilities Management (FM) Team!

First, I want to thank everyone who worked so diligently during the snow storm in January to make and keep the campus safe. “Snowmageddon,” as some have called it, challenged everyone involved in the clean up. Thank you for your hard work, long hours, and teamwork.

Growth of the University will continue to challenge us. We are putting the finishing touches on a Five-Year Capital Plan (2016-2020). It includes over $300M in construction and is focused in three major areas: restoring the academic core (major renovations for Burson, Academic Complex, Colvard); improving our infrastructure (roads and utilities); and adding capacity for science instruction and research. The renovations in the center of campus will be particularly disruptive and will require excellent teamwork and communication by the entire Facilities Management Team.

We have been very fortunate to receive additional resources recently. Chancellor Dubois allocated a “strategic salary adjustment” to bring all UNC Charlotte employees to at least 90% of the State market reference rate (MRR). These salary adjustments took place in December.

The Chancellor also allocated money for new positions. FM received enough to fund twelve new positions and these hiring actions are underway. We focused these new positions on strategic initiatives that will help FM and the University move to the next level in several areas. Strategic areas of emphasis include building controls or building automation systems (BAS), retro-commissioning, fire systems, high voltage, security systems, space management, human resources support, water quality, and real estate.

I am sure the new employees will make significant contributions and help us improve in all of these areas. The resources provided show a commitment from the University leadership to our mission and our vision of Creating a Campus of Distinction!

As a purpose driven organization, guided by our S.H.A.R.E. values, we have a cause that goes beyond our individual daily tasks to the greater good of making this campus and this University a special place to live, learn, and work.

Thank you for all you do to make this vision a reality.

Keep Pounding!
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Please look online for the newsletter at:
http://facilities.uncc.edu/about-us/facilities-focus-news

Facilities Focus is a communication tool for the benefit of all Facilities Management employees to develop a better informed workforce, to foster a greater sense of community, and to build morale. Your ideas are welcomed and appreciated for future issues.

facilities.uncc.edu
A Message from Chancellor Philip L. Dubois

Dear Colleagues:

As we begin a new year in Niner Nation, I have two words for you:

Thank you.

They are very simple words that seem overused and inadequate…but they come from the heart.

Thank you.

Thank you for your hard work to ensure that UNC Charlotte’s facilities and grounds are beautiful, comfortable, and safe.

Thank you for carrying out your duties with a friendly smile and a positive “can-do” attitude. Thank you for taking pride in a job well done. It shows, and it makes a difference! Thank you for making 2015 a great year. And here’s to a 2016 that’s even better!

Go Niners!

Philip L. Dubois

Chancellor

University Recognized Among 2015 Duke Energy Power Partners

By NiCole Lynch, Facilities Business Office

The University of North Carolina at Charlotte is one of 14 organizations selected by Duke Energy for its 2015 Power Partners Award. This year’s winners of the coveted award are being recognized for their responsible energy use and for creating lasting value for their organizations and the communities they serve through a number of inventive projects.

The University was applauded for a commitment to install the necessary infrastructure to continue to work as a world-class research institution and for insistence on being a good environmental steward in the process.

“A campus-wide commitment to reducing our energy consumption and our carbon footprint were among the efforts needed to achieve these reductions,” said Tony Schallert, University Energy Manager.

Multiple buildings on campus have received energy enhancements the past several years. These enhancements include energy efficient motors, lighting retrofits, building control enhancements, and chiller and boiler replacements. The University recently completed an energy saving performance contract on six buildings. In the past two years, there have been a five million-kWh reduction in energy usage.

“This award is the result of a team effort by the entire campus community,” said Phil Jones, Facilities Management Associate Vice Chancellor. “It reflects UNC Charlotte’s commitment to being good stewards of the environment and a role model for the community in sustainability. An added benefit to our successful energy program has been significant cost avoidance achieved through the reductions. This has freed money to be applied to academic and other programs on campus.”

Duke Energy established the Power Partners Award in 1992 to honor businesses, and other entities, that achieve exemplary results in energy efficiency, sustainability, and business growth. “We are pleased to recognize these organizations for their wise use of energy,” said Chris Edge, Duke Energy Vice President for Large Business Customers. “It’s exciting to collaborate with them and witness firsthand how they add value to their customers and their communities.”

The UNC Charlotte and Duke Energy partnership will continue as energy needs change as well as when the Blue Line expansion links the University more closely with Uptown and other key areas of Charlotte. Each of the 2015 Power Partners will be recognized during individual award ceremonies.
Congratulations to Stan Gant, Fire Alarm Systems Supervisor, who was named Employee of the Quarter! John Storch, Associate Director for Operations, Housing and Residence Life, nominated Gant for his outstanding customer service. Storch explains how Gant went above and beyond the call of duty!

“Facilities Operations’ Fire Alarm group is a group that must be available to work 24 hours a day, seven days a week responding to system failures on this campus. In this case, we had a situation where one of our complexes is fed by the City of Charlotte. The City recently shut the water off to our sprinkler system in Greek Village. Stan worked tirelessly to get the City to develop a solution to make sure our students would not be in danger if this were to occur again. Stan’s relentless pursuit of this issue resulted in the City of Charlotte putting a lock on the water line to make sure they can’t shut water off again accidentally. I appreciate the tireless effort, concern for, and dedication to the safety of our residents.”

Gant began working at UNC Charlotte in 2013. He stated, “I’m very blessed being employed by an organization such as UNC Charlotte. I enjoy support by management and my team each day.” He believes that our S.H.A.R.E. values are much more than “buzz-words” here at our university!

Lee Snodgrass, Director of Facilities Operations, indicated that he cannot say enough good things about Gant. Snodgrass described Gant’s work ethic: “Stan Gant has made a significant impact within Facilities Operations, Facilities Management, and the University of North Carolina at Charlotte. He genuinely engages with his staff and our customers. He is trusted and well respected for his technical competence and dedication to his profession. Stan and his team can always be counted on to get the job done!”

Gant is a native of Mecklenburg County and has been married to Kathy, “the best wife ever in the history of Earth,” for 31 years. They are both very proud of their son Jared. In Gant’s spare time, he enjoys playing bass guitar, riding motorcycles, and reading biographies. He also would like to camp and hike more often but his schedule doesn’t always provide enough time for these activities.

Thank you, Stan, for your devotion and great service to UNC Charlotte!
Automotive ~ A Winning Team for the University
By Chris Facente, Facilities Operations

Congratulations to the Automotive team for winning the Team of the Quarter!

Nominated by their supervisor, Chris Facente, the team members are Bobby Robinson, Vince McNeil, Jerome Crawford, Landon Martin, Kathy Fisher, Sara Nester, Bill Allerton, and Jim Green. Each played an important role in winning three environmental awards for the University in one year.

The team achieved the 2015 NC Smart Fleet Award, the National Conference of State Fleet Administrators Environmental Award in October 2015, and was ranked 24th in Best Green Fleets in North America for 2015. Approximately 86 state or university fleets applied for the National Conference of State Fleet Administrators Environmental Award. More than 1,000 fleets applied to be ranked by the 100 Best Fleets, and Auto Motor Fleet were ranked at Champion level (the highest level) by the NC Clean Energy Center, awarders of the NC Smart Fleet.

The requirements for all awards included fleet synopsis, fuel used, average miles per gallon, and number of vehicles. The NC Smart Fleet also had to include long term goals and a smart fleet plan. The Best Green Fleets award had to include a recycling plan, disposal processes, displacement of petroleum products, and electricity used. To place in these awards is a total team effort. It’s not just about submitting raw numbers. Compliance with recycling efforts and buy in from the technicians are just as important.

Bobby and Vince stay on task by providing accurate diagnoses and timely repairs of the electric vehicles. Jerome maintains the appearance of the fleet and Landon keeps up with the preventive maintenance on the vehicles, along with all technicians providing roadside service. Bill and Jim maintain Grounds vehicles and equipment with the same efficiency making our shop one of the best in the nation.

Kathy and Sara compiled and provided the data needed for the award submissions. In addition, Kathy and Sara helped write segments of the award applications. The whole team went above and beyond the call of duty.

Everyone pitched in. The technicians helped develop better processes for recycling and work flow, the administrative staff tediously worked in fuel master to determine the amount of fuel used and calculate displaced petroleum.

The Automotive team’s accomplishment is a good example of the acronym T.E.A.M. - Together Everyone Achieves More.

Winning Teams ... Trust each other Respect each other Understand each other Enjoy each other
Pictured above standing left to right are: Franjo Pauler (Woodward), Rich Jedynak (Grigg), Robert Herrington (Lock Shop), Stan Gant (Fire Systems), Derrick Massey (Zone 5), Robert Bonds (Recycling), and Shari Thompson (CHHS)

Pictured above seated left to right are: Carl LaChance (Zone 1), Chris Desmet (High Voltage) Michael Crawford (Zone 3), Lee Beard (accepting for Controls). Josh Hyatt (Zone 7), Patrick Foley (Zone 4), Landon Martin (Automotive), and Judy Davie (EPIC)

Third Shift Staff
Pictured left to right are: Mario Moore (BES North Floor Crew), Billy Poston (Steam Plant), and James Brown (BES South Floor Crew)

The following teams had NO accidents
January - December 2015

Building Environmental Services (BES) and Recycling
CHHS, EPIC, Grigg, North Floor Crew, Recycling, South Floor Crew, and Woodward

Facilities Operations
Automotive, Controls, Fire Systems, High Voltage, Lock Shop, Steam Plant, Zone 1, Zone 3, Zone 4, Zone 5, and Zone 7

Safe Teams of the YEAR

Safe Teams of the Quarter ~ NO Accidents October - December 2015

Building Environmental Services (BES) and Recycling
CHHS, Colvard, EPIC, Grigg, Kennedy, McEniry, North Floor Crew, Recycling, South Floor Crew, and Woodward

Facilities Operations
Automotive, Controls, Fire Systems, High Voltage, Lock Shop, Renovations, Steam Plant, Zone 1, Zone 2, Zone 3, Zone 4, Zone 5, and Zone 7

FRIENDLY REMINDER
Compensatory time earned for the quarterly Staff Recognition Program must be used within 90 days of receipt. If you do not use it, you will lose it!

(Safe Teams of the YEAR)

(Safe Teams of the Quarter ~ NO Accidents October - December 2015)
New Employees, Promotions & Recognition - October - December 2015

**NEW EMPLOYEES**

Building Environmental Services (BES)
Iris Davis, Building Environmental Technician, McEniry
Richard Jedynak, Building Environmental Technician, Grigg

Facilities Business Office
NiCole Lynch, Public Communications Specialist

Facilities Operations
Christopher Desmet, Power Distribution Electrician II
Daniel Baughman, Grounds Supervisor
Shawn Kelly, Grounds Supervisor
Marshall Lowrance, Boiler Operator II

Facilities Planning
Bonne’ Czochara, Administrative Support Associate

Recycling
Shawn Cunningham, Recycling Technician
Amelia Fisher, Waste Contract/Construction and Demolition Administrator

Space Management
Curtis Ross, Space Surveyor

**PROMOTIONS**

Building Environmental Services
Virgie Fewell, Supervisor, BES - Grigg
Tony Menton, Lead Technician, BES - South

Design Services
Lisa Lanier, Facility Planner

Facilities Business Office
Elizabeth (Beth) Brown, Human Resources Specialist

**Awards for Excellence**

Individual
Pamela Duff (Facilities Information Systems)

Teams
Pump Motor Rebuilding Project
Terrell Morris and Neal Eudy (Zone 2)

Cone Center Building Project
Michael Watt, Kirk Kirstein, John Beno, Chris Shores, Nick Gray (Zone 5), Jim Krupa, Pete Crainshaw, and Tim Smith (Renovations)

To view awards photos and read detailed descriptions of nominations, visit: [http://facilities.uncc.edu/about-us/awards-program/past-award-recipients](http://facilities.uncc.edu/about-us/awards-program/past-award-recipients)
Excellent Attendance

Employees who used 16 hours or less of sick leave in 2015 are recognized annually with an excellent attendance certificate and a buffet breakfast sponsored by Elizabeth A. Hardin, Vice Chancellor of Business Affairs. Congratulations to everyone listed below.

Althea Cook  Gloria Escobar  Michael Crawford  
Amanda Caudle  James Brown  Mike Harris  
Bart Davis  James Gentle  Mike Lizotte  
Beverly Imes  Jean-Pierre Nzau Mvumbi  Noella Paquette  
Beverly Starcher  Jennifer Price  Ollabell Stafford  
Billy Poston  John Boal  Pamela Duff  
Bloko Nguessan  John Neilson  Paul Yost  
Brien Clapton  Jon Canapino  Randy Walter  
Carlota Mieles  Jose’ Palacios  Rex Kearney  
Cheryl Lansford  Judy Davie  Rob Kennedy  
David Daignault  Katherine Humphries  Robin Thompson  
David Love  Kelly Freshcorn  Rosalia Moron-Perez  
Dennis Lubert  Lacy Brumley  Sam Coleman  
Don Teate  Lee Allsbrook  Shannon Caveny-Cox  
Dorothy Munson  Lee Arnold  Sherby Price  
Douglas Walters  Lee Beard  Steve Burt  
Dwight Nealey  Lee Cox  Steve Jackson  
Earl Sneed  Linda Wiley  Steve Terry  
Franjo Pauler  Lisa Lanier  Ted Dill  
G. David Smith  Mac Fake  Tony Menton  
Gary Edwards  Marijan Pavlovic  Virgie Fewell  
Geulord Bofambu  Mary Kathy Fisher  Virgil Torrence  

Attendance Breakfast
Student Activity Center
March 17, 2016
7:30 a.m.

Please RSVP to
Leigh Richardson
by March 1
Email: ericha33@uncc.edu
Office: 704.687.8002
if you plan to attend
Dan Mullins - Facilities Management’s own Vincent van Gogh

By Glenda Locklear, Facilities Operations

Daniel Mullins was born in West Virginia. As a small child he loved to draw. His drawings soon became paintings. Dan is a self-taught artist. As you can see in the pictures on this page, he is very talented. His passion for art is the reason he is so good. To become an artist, there are many qualities one must possess. One needs an eye for design, a vision, self-discipline, motivation, ambition and the ability to take risks. Dan possesses all of these qualities and then some.

Dan has been a true asset to Facilities Management and the University. He has served in Facilities Operations since 2001 - first in Grounds and currently in Zone 1. Dan is a team player and has been recognized along with his teams with awards for excellence and team of the quarter. He has not only used his talent as a maintenance technician but also as a true and inspiring artist.

Prior to football becoming a reality here at UNC Charlotte, the Athletics department was planning an event to make the announcement. They needed the grassy area to be lined like a football field and asked Dan to draw the UNC Charlotte logo in the middle of it. The logo had to be the correct size to allow everyone to see it, and it had to look like it was designed to be there. Therefore; Dan, as well as a few guys from Zone 1, took the lead to get this done. It turned out wonderfully. It takes true talent to paint something like that on such a large scale.

Dan will be retiring in June of this year. When he retires, he plans on turning all of his attention to his artistry. Before he leaves, though, I asked him if he would paint a mural in my office. Of course, he was more than happy to do so. He would be doing what he loves the most, painting. As you can see by the picture on the left, the mural came out perfect. Thanks Dan!
Facilities Operations LEADS SIMPLY
By Sandy Mullins, Facilities Operations

Imagine a team of people that cares to make things better continually…
Every Day…
Every Opportunity…
Your team – where would it begin?
Where would YOU begin?

This is the opening line to the LEAD SIMPLY video.

Got your attention?

In November, the Facilities Operations management team was introduced to Sam Parker’s LEAD SIMPLY concept. In his book, LEAD SIMPLY - HOW TO CREATE THAT SPECIAL TEAM OF PEOPLE, Sam Parker states:

“That’s your framework for leadership – your simple, day-to-day, in-the-trenches formula for creating that special team of people that does important and meaningful work… that cares to make things better… continually… every day.”

1) Model the behavior you want to see.
2) Connect with the people you lead.
3) Involve them as much as possible.

This ridiculously simple program challenges us, as leaders, to commit to being engaged ourselves, no matter what the circumstances. In fact, being what it is we want to see more of - thinking about what it is we would like to see from our team and modeling it.

We are further challenged to look for opportunities in which we could connect with our team members, by having more frequent, intimate, and meaningful conversations about what it is we do and the impact it has on our organization. In other words, getting them connected by showing them the big picture and their part in its success.

Do we want a stronger team? Do we want to develop future leaders within our organization? The LEAD SIMPLY concept explains that we can achieve this by involving our people in finding a solution to the problems we face. When we’re involved in something, the more likely it is that we feel invested in its successful outcome.

Why LEAD SIMPLY? Sam Parker’s belief is that the challenges we have in our workplaces, organizations, homes, etc. are caused by the fact that “we’ve forgotten to give consistent day to day attention to those simple things that have the biggest impact on making things better.” Somewhere along the way, we have allowed ourselves to be distracted by the idea of complex solutions instead of what’s simple, such as: “We’re here to make good things happen for other people.” This, by the way, is the basic mission statement of Sam Parker and GiveMore.com.

It seems so simple, doesn’t it? Hence the name, LEAD SIMPLY. As simple as this seems, don’t be mistaken in thinking that this program is about changing your team. It is, but only in an indirect way. It’s more of “being the change you want to see in the world,” as Gandhi so eloquently stated.

We are currently three months into the program, and noticeable improvements are afoot including holding one another accountable.

On a personal level, I find myself saying over and over again in my head like a mantra, “We’re here to make good things happen for other people.” Surprisingly, just the constant repetition of that phrase has allowed me to stay focused and positive towards not only our customers, but others as well.

I have found that I have been more successful in letting little irritants go and indeed stayed focused on making good things happen for others. It is amazing what can transpire when you take the “me” out of it and just focus on what is best for others or the organization. The experience completely changes. I can’t really explain why, but it is so much more satisfying. Not only that, but I have found that my energy level has increased instead of feeling drained or over worked.

It is an ongoing work in progress and we must continually practice, practice, and practice. The way to improve and become better and stronger, in anything, is in the commitment to continual practice. I am optimistic for the Facilities Ops management team and our potential to LEAD SIMPLY. Our overall growth and success as a management team is dependent upon our personal level of commitment to MODEL, CONNECT and INVOLVE. Any growth though, no matter how small, is still an improvement and that means we are getting better, right? Like the domino effect, the theory is that these behaviors will spread to our employees shifting our business culture to a new norm. A culture where these behaviors, MODEL, CONNECT and INVOLVE are as routine to us as taking our next breath.

As we are still in the infancy of the program, let us know how we are doing. Your feedback can serve as a tool in which we can monitor what areas we are getting right and where we can still improve.

If you would like to learn more about Sam Parker and the programs he offers, visit his website at http://www.inspireyourpeople.com/ or do a search on GiveMore.com.
Welcome to the Business Office

On January 27, 2016, Carolyn Lewis joined Facilities Management Human Resources (FM-HR) as the new Human Resources Specialist.

Carolyn’s areas of responsibility include assisting the FM-HR Manager with NinerTalent recruitment and selection, position and performance management, and a variety of other essential human resources initiatives. Carolyn also serves as a representative on search committees for Facilities Management vacancies.

A graduate of Averett University with a Bachelor of Arts degree in business administration, Carolyn is a well-versed HR professional. Prior to her arrival to Niner Nation, she worked at Wake Technical Community College in Raleigh, NC. While at Wake Tech, her work experiences included providing assistance with administrative duties for capital and design services projects within the Facilities Operations division.

She and her husband reside in South Charlotte.

Carolyn is located in the Facilities Management/Police and Public Safety Building in Room 105. Her phone number 704-687-0545.

By: Sonia Perez
Facilities Business Office

Nicole Lynch joined FM in October 2015 as the new Communications Officer.

An honors graduate with a Bachelor of Arts degree in English, Nicole is a media professional with more than ten years of experience. She transitions to us from Morris College, where she served as Director of Public Relations and in the dual role of Sports Information Director. Prior to this appointment, she was Ombudsman at The State Record Company (The State), South Carolina’s largest daily newspaper, located in Columbia, SC.

Nicole has served on the YWCA of the Lowlands Board of Directors, the Thomas Media Group’s Black Expo Board, and the Public Relations Committee for the Greater Sumter Chamber of Commerce. She is a member of Public Relations Society of America and a life member of Sigma Tau Delta English Honor Society.

Due to an interest in diversifying her cultural experiences, she has traveled to Haiti, Israel, South Africa, and she will travel to Dubai later this year.

She and her husband, Leonzo, reside in Charlotte.

Nicole is located in the Facilities Management/Police and Public Safety Building in Room 112. Her phone number 704-687-5274.

By: Nicole Lynch
Facilities Business Office

Leigh Richardson is the newest member of the Facilities Business Office team. She joins FM-HR as the new Human Resources Coordinator.

Leigh has been a part of the Niner community for six years. Previously, she worked in the Air Force ROTC department on active duty for four years and most recently, she served as the Human Resources Specialist with Army ROTC.

She received an Associate Degree in Human Resources Management from the Community College of the Air Force and the Human Resources Certificate from Central Piedmont Community College.

A native of South Carolina, Leigh retired from the United States Air Force after 22 years of service. She and her family, which includes her husband of 25 years and two daughters, have lived in the Charlotte area since 2007.

In her leisure time she enjoys spending time with her family and traveling. Recently, she combined her love for time with family and the enjoyment of being near or around water on a seven-day cruise to the Caribbean.

Leigh is located in the Facilities Management/Police and Public Safety Building in Room 103. Her phone number 704-687-0545.

By: Nicole Lynch
Facilities Business Office
Introducing Bonne’ ~ Congratulations Lizotte ~ Earth Month Plans Rock!

Bonne’ Czochara is the new Administrative Support Specialist and Capital Renewal and Deferred Maintenance Program (CRDM) Assistant for Facilities Planning. She is new to the Charlotte area and UNC Charlotte, having moved from Phoenix, AZ, in 2014. She joined the Facilities Planning Team on December 1, 2015.

Bonne’ brings a vast amount of experience to us with a background in primary school education and as a Credit Administration Officer for a super-regional bank. She was also the Licensed Product Buyer for Home Shopping Network. Bonne’ has a Bachelor of Arts in Communications from Loyola University, New Orleans.

Bonne’ resides in the Charlotte area with her husband and three of her four children who are living at home. When not at UNC Charlotte, you will find Bonne’ cheering on her children at their track meets and soccer games. She is also an avid gardener.

Please welcome Bonne’ to UNC Charlotte by stopping in the Facilities Planning Office on the second floor of the Facilities Management/Police and Public Safety Building in Room 222. You may reach her by phone at 704-687-0511 and via email at bczochar@uncc.edu.

M ichael (Mike) Lizotte, University Sustainability Officer, was appointed a technical advisor by The Association for the Advancement of Sustainability in Higher Education (AASHE). A nonprofit membership organization, AASHE empowers higher education faculty, administrators, staff, and students to be effective change agents, and drivers, of sustainability innovation. AASHE enables its more than 900 members to translate information into action by offering essential resources and professional development to a diverse, and engaged, community of sustainability leaders.

UNC Charlotte is an AASHE member and is working to complete its first Sustainability Tracking, Assessment, and Rating System (STARS) report. Lizotte, an adjunct professor in the Department of Civil and Environmental Engineering, and co-principal investigator for the Integrated Network for Social Sustainability at UNC Charlotte, will serve on the Curriculum Technical Advisor Work Group that develops STARS metrics related to teaching and research.

Spring semester is here and the Sustainability Office is lining up events for this year’s Earth Month in April.

Campus sustainability goals include promoting a more efficient campus, and also conducting outreach that helps faculty, staff, and students take part and learn about ways to improve their own lives. One of the earliest events will be Tree Planting on April 6. This event helps beautify the campus, restore tree cover removed for construction, and contribute to the campus renewing its status as a Tree Campus USA with the National Arbor Day Foundation.

Campus Cleanup will take place on April 13. Campus Cleanup is a way for students, staff, and faculty to clean up litter across campus, and to learn more about how we are trying to increase recycling and improve waste management.

A new event will occur on April 16, the KEEPING WATCH Air and Trees Festival at our Center City Building. This event will include outdoor activities in the new First Ward Park. The arts and environment day is for all ages, so bring your family and friends uptown.

On April 20, the campus will host the annual Earth Day Fair. This event will promote organizations from on and off campus that work on environmental goals for our campus, city, and region. A good place to meet people, find answers, and pick up give-aways.

For more information or to suggest events, please contact Mike Lizotte at mlizotte@uncc.edu.
Oh! The Bins!! Part II

By Kelly Freshcorn, Recycling

For Recycling, closing out 2015 has brought BIG changes. The most important thing we accomplished in 2015 was hiring Amelia Fisher as our new Construction and Demolition (C&D) Coordinator.

She started on November 30 and her energy and enthusiasm have been a breath of fresh air for our unit. Amelia joins us from Saint Louis, MO, where she completed her Masters in Sustainability Degree at Saint Louis University.

Don’t worry folks, she’s actually a North Carolina girl, having grown up in the Carrboro/Chapel Hill region. She received her Bachelor of Arts in Public Policy and a minor in Sustainability from UNC Chapel Hill. When Amelia isn’t hiking or swimming, with her two dogs, you’ll find her listening to Waka Flocka Flame in her office, room 116 of the BES&R annex, behind the Facilities Management Building. She’ll do her best to help you with all of your C&D, as well as your trash, needs.

While we are on the topic of Construction and Demolition waste, we have a new metal vendor, Holmes Iron and Scrap Metal out of Salisbury, North Carolina. We made the switch on January 1 due to a new contract the State put in place. The metal roll-off remains in the same spot in the compound, and Holmes Iron and Scrap Metal takes the same scrap metal we were sending to our previous vendor. Speaking of roll-offs in the compound, we ask everyone to use the C&D bins correctly. Please see our list of factoids to help you become more aware of what does, and does not, go in the bins.

C&D Factoids

1. We pay by the pound, and by the haul. The incorrect recyclables going into these bins wastes money that could be spent on other supplies and needs.

2. Pallets are recyclable…plastic or wood, any size (even broken pallets), can go into the pallet bin in the Compound. Our pallet recycler will take them all!

3. Styrofoam can be recycled…call Kelly at Extension 7-0607 if you have Styrofoam to get rid of – even huge pieces can go in our Styrofoam trailer.

4. The C&D bins are for building materials only (wood, drywall, ceiling tiles, carpet, doors, windows, etc.). Bags of trash in the Compound may get this bin rejected from the landfill. If/when this happens, Facilities Management is charged for extra hauling and dumping fees.

5. Heavy materials such as asphalt, concrete, brick, or clean dirt can be recycled. Call Amelia at Extension 7-0605 if you have a project with these materials. We can get you a roll-off just for them.

We appreciate everyone’s help complying with these rules and regulations.

Recycling is making a push in the Social Media realm, so please follow us on Facebook and Instagram, as UNCC Recycles, and Twitter @unccrecycles.
On December 19, 2015 Goran Pavlovic graduated with a Bachelor’s Degree in Criminal Justice. Exactly four years prior his brother, Bojan Pavlovic, graduated with a Bachelor’s Degree in Business Accounting, and his wife, Lindsey Pavlovic, graduated in 2013 with a Master’s of Art Degree in Middle Grade Social Studies.

Goran and Bojan’s parents are Marijan and Radmila Pavlovic who have been employed by UNC Charlotte Building Environmental Services since 2004. The entire family has direct ties to the University. UNC Charlotte is like a second home to them.

In 1997 the Pavlovic family moved to Rochester, NY from Bosnia and Herzegovina. They moved to Charlotte in 2004. Charlotte is Lindsey’s hometown. Marijan stated, “We are all 49ers whether we attend school or work here. We love the University. As the years passed, we have had the unique perspective of seeing all the changes the school has undergone and the growth that resulted. We’re very thankful for all of the opportunities UNC Charlotte has opened for us and hope to see it do the same for others.”

The (OS1) process is a systematic approach to cleaning based on engineering, science, and professionalism. A special thank you to all of the BES Technicians that have participated in the (OS1) Boot camp training. Katherine and her Lead Technicians have been involved in each (OS1) Boot camp training and have done a great job ensuring the process is followed in the Friday building. To date we have held four (OS1) Boot camps at UNC Charlotte. The most recent (OS1) Boot camp, held on January 6-7, 2016, included South Area Floor Crew Supervisor, Bill Costello. We are grateful for Bill’s leadership in ensuring the trained Floor Crew staff follow the (OS1) process.

On January 8, 2016, the McEniry Zone participated in an (OS1) Pilot recap and celebration of winning the (OS1) Rookie of the Year Award.

Each of the these Technicians have been trained through the (OS1) boot camp and have contributed to the success of the (OS1) Pilot in the Friday building. The overwhelming sentiment reflected in the comments from this celebration described their gratitude for the opportunity to learn how to become professional cleaners and expressed the pride they felt in winning the (OS1) Rookie of the Year Award. The next building to have the (OS1) process implemented is the McEniry building.

Thank you to North Area Floor Crew Supervisor, Rob Ervin, for developing and presenting Floor and Carpet care training for the Floor Crew. The Floor Crew took a pre-test on information dealing with the science of floor and carpet care. Then they went through weekly training sessions and concluded with a post-test of the same information. Many of the Floor Crew Technicians increased their scores and indicated improvement in retaining the information. Notably, Mr. Tony Menton, South Area Floor Crew Lead Technician, scored 100% on his post-test.

By: Solomon T. Franklin
Building Environmental Services
Happy New Year from the Capital Projects team! Although the official reopening of the Belk Gymnasium took place on January 11, the facility has been open to the public since November 2015. Built in 1970, the newly renovated facility features significant improvements including air-conditioned courts, a new fitness center with state of the art equipment, and improved academic and lab spaces. Renovations to the pool are still ongoing. It will be used for recreational swimming when re-opened later this winter. (Photos 1, 2, 3)

Construction on the Levine Scholars Residence Hall (Phase XIV) adjacent the traffic circle at Broadrick Blvd and Alumni Way, continues as completion is scheduled for October 2017. (Photo 4)

Anyone entering campus off of Mallard Creek Church Road along Mary Alexander Blvd will find that the intersection at Mary Alexander Road and Cameron Boulevard now has operating signal lights, pedestrian crosswalks, as well as bicycle lanes, all providing improved traffic flow during peak hours on campus. (Photo 5) A new sidewalk has replaced the parking spaces across from Cedar, Sycamore and Hickory Residence Halls along with improved bus pull-offs. Parking spaces along Craver Road have also been removed to make way for the newly installed sidewalk and improved bus pull-offs.

Although signal lights have been added at the Cameron Boulevard/ Craver Road intersection, weather has delayed completion of the Phillips Road realignment project until mid-March 2016. Look for improved traffic flow once the project is done. (Photo 6)
We’re SO excited the Carolina Panthers made it to Super Bowl 50! An amazing season! Division Champs! Here are some of our staff showing our PANTHER PRIDE!
Did You Know...

You can go to the Campus Special website: http://www.campusspecial.com/unc-charlotte/coupons for all types of discounts for UNC Charlotte faculty/staff.

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**Learning and Development**

- You can serve as a **Staff Council** representative for your building/area/zone.
- If you work at a second job you are required to submit a “Request for Approval of Secondary Employment” to your Director.
- FM-HR is preparing a **lending library** of books on a variety of Facilities Management subjects.

Questions? Contact Clyde Derberry, Facilities Business Office at 704-687-0544

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**ARCHIBUS Motor Fleet Vehicle Requests**

By Pamela Duff, Facilities Information Systems

Effective February 1, 2016, Motor Fleet customers have new selection options when requesting a vehicle reservation within ARCHIBUS. You may now select and add the option to include a Hands-free Bluetooth and/or a GPS device to their vehicle reservation request. All options are subject to availability.

Costs for the new options are flat rate and are as follows:
- Hands-free Bluetooth - $2.00
- GPS - $5.00

In addition to the new options, the vehicle request form has changed to provide users a new improved layout that divides the form into three sections: Personnel, Vehicle, and Trip Information. E-ZPass is not available in Motor Fleet vehicles. If you use an E-ZPass toll road, your account may be billed.

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**Mark Your Calendars**

**April**
- 13 - Campus Cleanup
- 19 - All Employees Meetings
- 20 - Earth Day Fair
- 22 - Strategic Planning
- 27 - Administrative Professionals Day
- 30 - Performance Evaluations Due

**May**
- 14 - Commencement
- 20 - NCAPPA Conference in Wilmington
- 26 - Facilities Spring Fellowship Cookout

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**Cone Center Building Project Team**

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**ARCHIBUS Motor Fleet Vehicle Requests**

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We S.H.A.R.E. Facilities Management Values:
Safety, Honesty and Integrity, Accountability, Respect for Others, Excellence