Greetings from the Associate Vice Chancellor of Facilities Management

We are fast approaching the holiday season and the end of another year. I hope you will enjoy a peace-filled and joyous Thanksgiving and Winter Holiday. It seems to me we have much to be thankful for this year. We are part of a growing university that aspires to great things; we live in a vibrant and progressive city in the greatest country on earth. Most of all we have good friends, family, and fellow employees with whom to share our work and life. Take time this holiday season to rest, relax, and enjoy being with your co-workers. I am thankful every day that we have such dedicated, hardworking, and friendly employees in our Facilities Management Department.

The upcoming Facilities Management Holiday Party on December 7th (11:00 a.m. in the Student Activity Center) is a great opportunity to spend time with our fellow employees and teammates. Please come! It is going to be a fun event. I promise!

We have many grand opportunities ahead of us in the next few months, most anticipated being the completion of ongoing road projects, including the Phillips Road Relocation and the Mary Alexander Road and Craver Road Improvements, to name only a few. Completing these projects will make it much easier to get around campus and help reduce the congestion. Next October we will conclude construction of the last of the new student residence halls planned for the University with the completion of Levine Hall at South Village. Design has started on a new Student Counseling Center to be built near the existing Student Health Center. Very soon we will start the design for an Admissions and Visitors Center to be built at South Village, adjacent to the main entrance. We are in the process of putting the finishing touches on a Five Year Capital Plan that incorporates the projects noted above as well as programs for: Renewing the Academic Core (including renovations of Burson, Colvard, and the Denny Complex), East Village infrastructure and roadway improvements, and several other additional projects. This is a sign that UNC Charlotte continues to grow and prosper.

As you may have heard by now, the Belk Tower has significant structural problems and will be taken down in the near future. We will begin a design early in the New Year to reinvigorate the entire Belk Plaza area. The tower will be replaced with an iconic feature, but we don’t yet know what that will entail.

Next year the Department will undertake a process improvement initiative to “re-engineer” the work order and labor services process. Work orders are our primary business process and this reconditioning effort will provide us with an opportunity to “reinvent and reimagine” how it functions. There will be more information on this initiative in the weeks ahead.

As we approach the advent of winter, I encourage everyone to prepare for adverse weather, and take proper safety precautions at home, and at work.

Thank you for all you do for the students, faculty and staff of UNC Charlotte as we continue to create a campus of distinction. We are a good organization and getting better every day through Teamwork, Customer Service, Continuous Improvement, and Safety.

Philip M. Jones
Associate Vice Chancellor for Facilities Management

Website: facilities.uncc.edu
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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.
A Message from Vice Chancellor Beth Hardin

Thanksgiving is coming around again. The laughter and good fellowship I enjoyed with many of you at the Facilities Management picnic this spring is a distant memory! More mornings than not there is a chill in the air. Pumpkins and scarecrows will soon give way to holiday lights and greenery. It is a wonderful time to be thankful for our Facilities Management organization at UNC Charlotte.

As I talk with visitors to UNC Charlotte from near and far, and friends and new acquaintances off campus, everyone shares what a big impact the attractive appearance of our campus and facilities has on them. Your commitment, dedication, and expertise continue to make the University a place to admire and be proud of. When I walk the campus, attend meetings in different spaces, and visit colleagues, many also recognize the significance of your labor. Whether it is in field, facility, fixture, or flower, your touch and the pride you have in your work are evident.

So, on behalf of the Division of Business Affairs and the University community, thank you.

Enjoy the holidays!

Cordially,

Elizabeth A. Hardin
Vice Chancellor for Business Affairs

Cathy Bolen, Nelda Tatum, and Beth Hardin enjoy Facilities Management’s picnic on May 15, 2015.
Employee of the Year: G. David Smith

By Beverly Imes, Editor

Earlier this year, Facilities Management announced the new recognition of Employee of the Year. This award is presented to an employee selected by the Recognition Program Committee. The winner consistently maintains a high level of work, exhibits outstanding customer service and/or demonstrates creativity, safety and noteworthy behavior.

Eligibility Criteria:
Must be in good standing in accordance with FM Policy Statement #9 - Performance Dependability. Employees who received the Employee of the Quarter award during the past four quarters (July – June) are eligible.

Eligibility Process:
Nominations are voted on by the Recognition Program Committee and approved by the Associate Vice Chancellor of Facilities Management. Recognition for fiscal year “Employee of the Year” will be announced in the October All Employees Meeting.

Amenities:
• Monetary award $200 gift card.
• Certificate of recognition.
• Letter of commendation from the Associate Vice Chancellor of Facilities Management
• Facilities Focus newsletter notation.

Those eligible for fiscal year 2015 were: Elias Mahfoud, Facilities Information Systems; George David Smith, Facilities Operations - Zone 2; Tony Williams, Facilities Operations - Zone 6; and Barclay Brantley, Facilities Operations - Zone 5.

Each were featured in previous issues of Facilities Focus with a full page dedicated to their accomplishments. Click on this link to read the articles in full in issues 51, 52, 53, and 54 http://facilities.uncc.edu/about-us/facilities-focus-news.

Pictured above is David Smith accepting the award from Philip Jones, Associate Vice Chancellor for Facilities Management. David’s leadership skills, admirably serving as acting supervisor and making sound business decisions in emergency situations in the absence of his supervisor, Ed Diaz in Zone 2, along with initiative and advanced skills in HVAC attributed to his initial nomination and ultimately winning Facilities Management’s first Employee of the Year Award! Congratulations David!
Facilities Operations Saves the Day!

By Ronda Latham, Building Environmental Services

Congratulations to the Oak Hall Electrical Outlet Replacement Team nominated by John Storch, Housing Residence Life.

The project for Oak Hall took longer than expected as the contractor pushed for completion. The deadline looming, the paint sub-contractor painted over the room outlets and the electrical sub-contractor was unavailable to replace these outlets. Therefore, it was determined that help was much needed. So a quick call was made to the “Team of Teams”, Facilities Operations!

This professional team and their electricians pulled together across multiple zones, went to work and within the timeframe of 72 hours, over 500 electrical outlets were changed out. Ultimately, the State Electrical Inspector was able to complete the necessary inspection and sign-off on the rooms and the project was complete.

The department of Housing and Residence Life was very appreciative of the response, effort, and level of professionalism shown by this team and staff, all of whom pulled together to make Oak Hall available for student move-in during the fall of 2015.
Safe TEAMS of the Quarter

(Statistical Information provided by UNC Charlotte Safety Office)

The following Teams had NO accidents July - September 2015

Building Environmental Services (BES) and Recycling
Center City Building (CCB), College of Health and Human Services (CHHS), EPIC, Grigg Library, North Floor Crew, South Floor Crew, Woodward, and Recycling

Facilities Operations
Automotive, Fire Alarms, High Voltage, Lock Shop, Renovations, Steam Plant,
Zone 1, Zone 2, Zone 3, Zone 4, Zone 5, Zone 6, and Zone 7

SAFETY PAYS IN MANY WAYS

RICK BOHLING

2015-2016

Pictured above standing left to right are: Jim Luchene (Fire Alarms), Lee Beard (Central Operations accepting for Steam Plant and Renovations), Tom MacNab (High Voltage), Jacob Atkinson (Lock Shop), Bob Fitzgerald (Zone 6), Brien Clapton (Zone 2), Derrick Massey (Zone 5), Brian Perry (Zone 3), Tom Guenther (Zone 1), Sammy Moore (Zone 4), and Kristi Westphal (accepting for Zone 7)

Pictured above seated left to right are: Connie Rogers (EPIC), Mike Harris (CCB), Ronald Kelly (Woodward), Gloria Escobar (Library), Paul Dilgard (CHHS), Johnny Doyle (Grigg), Lee Arnold (Recycling), and Landon Martin (Automotive)

BES Night Floor Crews
Randy Sidbeck (North Area), Phil Jones, and James Brown (South Area)

FRIENDLY REMINDER
Compensatory time earned for the quarterly Employee Awards Program must be used within 90 days of receipt. If you do not use it, you will lose it!
New Employees, Promotions & Recognition for July - September 2015

**NEW EMPLOYEES**

**Building Environmental Services (BES)**
- Tyressya Carlton, Bldg. Envir Technician, Center City
- Larry Blomberg, Bldg. Envir Supervisor, Kennedy
- Helen Shelton, Bldg. Envir Technician, EPIC
- Aaron Moore, Bldg. Envir Technician, Center City
- Tonya Wright, Bldg. Envir Technician, McEniry

**Facilities Operations**
- William Allerton, Vehicle & Equipment Technician - Automotive
- Danny Fisher, Facilities Maintenance Technician, Building Trades - Renovations
- Michael Watt, Facilities Maintenance Technician, Building Trades - Zone 5
- Jeffrey Burris, Facilities Maintenance Technician, Mechanical Trades - Zone 6
- Jeffrey Carmien, Facilities Maintenance Technician, Mechanical Trades - Zone 6

**Facilities Information Systems**
- Ashish Panday, System Programmer

**Real Estate**
- Brian Hunter, Real Estate Specialist

**PROMOTIONS**

**Building Environmental Services**
- James Revis, BES Supervisor - Colvard

**Capital Projects**
- Elizabeth Frere, Project Manager

**Facilities Operations**
- Jeremy Cunningham, Facilities Maintenance Technician, Mechanical Trades-Journey, Zone 2
- Kenyel Spaulding, Facilities Maintenance Technician, Mechanical Trades-Advanced, Zone 4

**APPLAUSE CARD RECIPIENTS**

**Teams**

**CAB Replacement of Rooftop Exhaust Fan**
- Tom Sparks (Capital Projects), John Garst, Mark Neel, Joe Coleman (Zone 1), Chris McKinney, Jack Hartsell, and Sammy Moore (Zone 4)

**Oak Hall Electrical Outlet Replacement**
- Carl Lachance, Steve Tillman (Zone 1), Jeremy Cunningham, James Pickard, William Elledge (Zone 4), Nick Gray, John Beno (Zone 5), Dennis Herr, Dan Reichert (Zone 6), and Terry McCormick (High Voltage)

**Facilities Operations Building Mechanical Storm Drain**
- Gary Edwards, Randy Walter, Sean Tracy, Robert Kennedy (Grounds), Tim Smith, Michael Rogers (Renovations), Dennis Kowalski, and Gene Sneed (Zone 2)

To view awards photos and read detailed descriptions of nominations, visit: http://facilities.uncc.edu/about-us/awards-program/past-award-recipients
Congratulations on Your Promotion!

Facilities Business Office has a new Human Resource Specialist, Beth Brown. Of course, Beth is no stranger to us. She has been with the Facilities Business Office for three years, serving as the FM-HR Office Manager.

Beth began her role as Human Resources Specialist on October 1, 2015. Her new duties include assisting the FM-HR Manager with NinerTalent actions such as recruitment, position management, performance management and reporting.

Beth received her Bachelor of Arts in Geography from UNC Charlotte in 2013 and is currently pursuing her Human Resources Generalist certificate. Beth is originally from Blacksburg, Virginia and has lived in the Charlotte area for 15 years where she resides with her husband and four-year old daughter. She enjoys traveling, meeting new people, and discussing Sci-Fi TV shows and movies.

Please join us in congratulating Beth on her new position as our Human Resource Specialist!

Beth is located in the Facilities Management/Police and Public Safety Building in Room 115. Her phone number is 704-687-0554.

By: Pamela Duff
Facilities Information Systems

Virgie Fewell is a proud mother and a grandmother of seven grandchildren. She originally came to UNC Charlotte in September 2001. Virgie was promoted to an Advanced Lead Tech after the BES Re-org was implemented earlier this spring and has recently been promoted to serve as the new BES Grigg Zone Supervisor.

Virgie has demonstrated the drive and leadership needed to move up in the organization. Virgie stated that she will “continue to educate herself to improve her understanding on the needs and desires of what the campus expects from its leadership team to better qualify herself for a career at UNC Charlotte as a leader.” She has Bachelor of Science in Management from Montreat College (3.25 GPA), a Paralegal Certificate from UNC Charlotte, and a Master of Science Degree in Management and Leadership from Montreat College (3.40 GPA). Virgie says it is her sincere desire to retire from UNC Charlotte and become one of the success stories in the BES unit.

Virgie covers the following buildings: Bioinformatics, Duke Centennial Hall, Grigg Hall, Kulwicki Motorsports Laboratory, Motorsports Research, and PORTAL.

Virgie is located in Grigg Hall 285 C. You can email Virgie at vfewell@uncc.edu. Her phone number is 704- 687-8957.

By: Solomon T. Franklin
Building Environmental Services

Elizabeth Frere has moved from Design Services to join the Capital Projects team as a Project Manager. Elizabeth has a Bachelor’s degree in Landscape Architecture from NCSU, the degree of Master of Urban Design from UNC Charlotte, and is a Professional Landscape Architect. She has been with the University since 2008.

Elizabeth is the project manager for: Admissions and Visitors Center, Belk Track Resurfacing, Cameron Water Intrusion Repair, Campus Infrastructure Renewal (Atkins), Campus Storm Water (Davis Lake), Campus Wide Generator Renewal, Elm Maple Pine Residence Halls Renovation, and Student Activity Center Chiller Replacement.

Prior to working in Design Services, she worked as the Campus Landscape Architect 2008 - 2012 in the former Real Estate & Land Use unit within Facilities Management.

Her goal is to learn how to be a great project manager for Capital Projects. She enjoys engaging in the public participation process in the planning, implementation, and assessment of development in and around the Charlotte area.

Elizabeth is located in the Facilities Management/Police and Public Safety Building in Room 246. Her phone number is 704-687-0558.

By: Dorothy Vick
Capital Projects
Oh, the bins!!!

Starting this summer, and continuing slowly through the semester, the Recycling unit has added 48 new stops in 11 buildings to our collection routes. That is 112 more recycling bins out there for the campus community to use!!!  This is nearly half of the bins purchased with grant money from the Charlotte Green Initiative. We hope to get the rest of the bins out on campus and in service by the end of 2015.

Our fall Campus Clean-Up was held on October 7 and nearly 100 volunteers came out to pick up litter.  We want to say, “thank you all for helping out!”  Pictured to the right are Dr. Michael (Mike) Lizotte, University Sustainability Officer and one of the many volunteers who helped collect litter.

Zero Waste Football has been dominating our time this Fall.  Having dug through most all of the compost bags for two years now, I can say, for certain, what is coming out of the stadium is being sorted better and better.  Niner Nation is really paying attention to where they place their waste either in the compost bin or the recycling bin.  Now, if we could just get rid of those pesky candy wrappers and peanut bags, my life would be complete.

If you attended the game on November 14, you found Shannon, Dot, and I sorting through compost behind the stadium.  We are always looking for helpers.  Join us next season to help - especially the Mondays following the home games. That is when we dig through and sort the compost that comes out of the stadium.  Thanks in advance!
Remembering Devin Lance Hatley

For approximately six years, I had the privilege of sharing an office with Devin. We did all the things that office-mates do...we irritated each other, we confided in each other, and we solved all the world’s problems. But mostly, we adopted each other as family and did our best to watch each other’s backs.

When we moved into our new offices nearly a year ago, it was quite an adjustment to have my own space. We were still constantly in and out of each other’s offices. When Kathy, our supervisor, moved to Oregon last year, Kelly, Devin, and I ran the office and made sure things went smoothly. We became a very strong group with each of us always supported by the other two.

Even when Devin’s position transitioned to Facilities Planning several months ago, he was still working on enough projects with us that he came out to see us on a daily basis.

We will very much miss our Devin...the guy who drove us nuts, kept us straight, and occasionally came up with something so ridiculous that you just looked at him and said, “Really?? Are you totally crazy??”

We know the impact that Devin had on our Recycling unit, and we can only imagine how much he impacted others here at the University. With great sadness, we have had to say goodbye to our Recycling Team. We worked together so we talked a lot about campus and recycling, but when you spend nine years with someone the conversation always turns, at some point, to something more personal, and the subjects were vast and wide, and sometimes straight out of left field!

I could always count on a daily good laugh, a reason to wander out onto campus in the afternoon, and agree that, “Chapel Hill’s a bunch of cheaters.” Devin is already very much missed, and the Recycling unit appreciates your patience as we figure out how to move forward.

As you all may have heard, we lost our Devin on October 26th while he was representing UNC Charlotte at the AASHE Conference in Minnesota.

Despite Devin’s recent move back into the main Facilities Management building with his joining Facilities Planning, we saw him every day. He was still a big part of our Recycling Team. We worked together so we talked a lot about campus and recycling, but when you spend nine years with someone the conversation always turns, at some point, to something more personal, and the subjects were vast and wide, and sometimes straight out of left field!

By Shannon Caveny-Cox, Recycling

By Kelly Freshcorn, Recycling

A Few of Devin’s Accomplishments and Contributions

- 2010 National APPA “Effective & Innovative Practices” AWARD for our Recycling Program
- 2012 National APPA “Effective & Innovative Practices” AWARD for our Housekeeping and Recycling Program. This program also won the 2012 Carolina Recycling Association’s Outstanding College and University of the Year
- Received Facilities Management Employee of the Quarter award for the Fall 2010 and Winter 2013
- Finalist for UNC Charlotte Employee of the Year
- Served as campus “Construction Communication Officer”
- Staff advisor to the Earth Club and the Charlotte Green initiative
- Sustainability Committee and the Waste Diversion Committee for the University’s Climate Action Plan
- Plans and assists with Earth Day, Campus Sustainability Week, biannual Campus Cleanups, Green tours, recycling promotion, and cross campus event partnerships including the International Festival
- Coordinates the Adopt-A-Spot program with 12 active campus groups
- Expanded “GREEN TOUR” and provided several tours throughout the year
- Provided programs to Summer Camps
- Facilities Focus contributor for recycling and sustainability topics
On Monday, August 10, 2015 the BES Team at UNC Charlotte was nationally recognized at the Simon Institute Symposium. During the awards ceremony, UNC Charlotte was awarded with the Rookie of the Year Award for successfully implementing the (OS1) cleaning process in the Friday Building. (OS1) is a systematic approach to cleaning based on engineering, science, and professionalism. (OS1) includes standardized processes based on scientifically validated data and is comprehensively implemented to align with the seven items in the Janitor University Philosophy of Cleaning:

1. Clean for Health first, then appearance
2. Treat cleaning workers as first class citizens
3. Simplify, Simplify
4. Utilize the Clean Syndrome
5. Go beyond compliance on safety regulations
6. Minimize environmental harm and
7. Exceed expectations.

The (OS1) system includes site evaluations, recommendations, technical and management training, learning aides, and operational guides.

Thanks to the leadership of BES & Recycling Director, Brian Guns, the BES team completed many significant tasks that allowed the (OS1) Pilot to be possible. In April 2014, BES scheduled a week of events in collaboration with ManageMen, Inc. to conduct an (OS1) Baseline Audit, an APPA Audit, and to workload three potential Pilot buildings at UNC Charlotte (Atkins Library, EPIC, and Friday). During this week-long schedule, the BES Team also conducted two “All Hands” briefings with the entire BES staff, an informational briefing with all of the BES supervisors and managers, and an executive level briefing that was hosted by Mr. Phil Jones and included key stakeholders within UNC Charlotte. Alan Bigger (former APPA President and Director of Knowledge Management at the Simon Institute) conducted the APPA Audit. Ben Walker (Director of Business Operation at ManageMen, Inc.) conducted our (OS1) Baseline Audit. Tim Poskin (Chairman of the Cleaning Industry ThinkTank) worked with Joe Scollo (BES Night Manager), Althea Cook (EPIC Zone Supervisor) and Solomon T. Franklin (Program Development and Education Coordinator) to workload the potential pilot buildings.

These activities resulted in UNC Charlotte receiving APPA audit scores from an external auditor and an (OS1) Process audit with baseline process cleaning scores. The Friday building was chosen to serve as the pilot site and was workload with the necessary amount of staffing based on the (OS1) guidelines. Friday Building Liaisons, Tim Carmichael and Deon Ritchie, were...
instrumental in assisting the BES team to prepare the building, inform building occupants and provide valuable feedback throughout the process. Preparation for implementation of the (OS1) Pilot building involved transforming the cleaning closets to include a check-in area, bulk storage room and pantries. Katherine Humphries, Allen Gayden, Jerome Howard and Randy Tillery prepped the building and worked with staff from Facilities Operations to get the necessary items addressed to convert the Friday Building. Paul Taylor ensured that there was strong partnership between BES and FO to get the key action items completed on time. The building was complete and ready for implementation of (OS1) within a year of receiving the (OS1) baseline score.

The next phase in implementing the (OS1) Pilot included conducting an (OS1) Bootcamp, Basic Training, a Progress Audit, and a Decision to Proceed Meeting. The first (OS1) Bootcamp was held for two days, March 18 – 19, 2015. During this (OS1) Bootcamp, frontline cleaning workers and management were taught the essential cleaning principles, are given an opportunity work with new tools and supplies, and develop the baseline for improved metrics within the unit. The initial pilot team included the following BES staff: Katherine Humphries, Allen Gayden, Jerome Howard, Jessica Vera, Marta Luna, Lillie McDuffie, Cannise Evans, and Tony Menton. Tim Poskin taught the first (OS1) Bootcamp. On the last day of Bootcamp the initial pilot team was introduced to the newly converted Friday Building and (OS1) implementation began. Throughout the Pilot phase, Katherine Humphries and the McEniry Zone team learned valuable insights and made necessary adjustments to successfully implement (OS1). More staff within the McEniry Zone went through the second (OS1) Bootcamp training on August 6 – 7, 2015. Solomon Franklin taught this Bootcamp session. A third (OS1) Bootcamp for the remaining staff in the McEniry Zone is scheduled for December 2015. The next building planned for (OS1) implementation is McEniry in spring 2016.

We are very grateful to the Simon Institute Leadership, ManageMen, Inc., John Walker, Paul Condie, Tim Poskin and team for awarding us this profound honor. The BES Team would like to thank UNC Charlotte Chancellor Philip Dubois, Vice Chancellor Beth Hardin, Associate Vice Chancellor Philip Jones and the Facilities Management family for supporting our progress and creating the conditions for us to create a campus of distinction at UNC Charlotte.

By: Solomon T. Franklin, Building Environmental Services
CONNECT
By Sandy Mullins, Facilities Operations

There it is again! CONNECTION

It hits me like the V-8 commercial where the actor is smacked on the forehead with the wakeup call, “I could have had a V-8!” It seems every time I turn around this word, CONNECTION, or some form of this word, stands out to me like a beacon, demanding my attention. It has shown up recently in emails, conversations, and even a random video. Aren’t there countless commercials telling us how connected we need to be with this device or through this medium? Is the universe trying to tell us something?

In deep abstraction I stare out my windshield without consciously acknowledging the activity unfolding before me. I am, instead, contemplating this concept of connection.

CON·NEC·TION
noun
1. a relationship in which a person, thing, or idea is linked or associated with something else.

Intrigued, I explore the word genesis a little further and find I like the idea of it as a verb, an action, even more than I do as a noun.

CON·NECT
verb
1. bring together or into contact so that a real or notional link is established.
2. join together so as to provide access and communication.

The hustle and bustle of students scurrying to and fro; the construction worker directing traffic with his own particular style; drivers of cars and buses stopping at his direction to allow those very students to cross safely; all of this finally filters through my consciousness and I realize right before me is a perfect example of people connecting. What, seemingly, are three individual activities (1. Students, 2. Construction Worker. 3. Drivers) is, in reality, people making contact with each other through their actions; creating a chain, link by link. For a moment in time, each of these entities is connected to the other and in all probability, none of those parties are consciously aware of it.

This realization unleashes a dam and my mind is filled with a veritable floodgate of recent connection opportunities.

What about the “Giving Green Campaign?” Didn’t we connect with countless people through volunteering, emails, and the Friday Bake Sales? I, for one, when working one of the bake sales, was finally able to put faces to names I had previously only seen in emails.

Another connection opportunity was the Chancellor’s Reception. That was a perfect time to meet and greet our colleagues, connecting in a social environment instead of our day to day professional one. The Staff Council Fall Festival provided a venue in which we connected with each other as well as outside vendors. Even the implementation of Kronos provided an unforeseen arena for some of us to connect with those who don’t typically cross our paths.

With this new awareness, my senses are now heightened. I see connections everywhere. In fact, just today, as I crossed Craver Road to meet someone for lunch, I absent mindedly noted a woman walking ahead of me. An oncoming truck came to a stop to pick the woman up. Connecting moment? Perhaps not yet, but surprisingly it was to become one. As I walked back from lunch at the same spot on Craver Road the same truck stops and the same woman exits the truck. Amused by this coincidence, I can’t help but mention this to the woman. Smiling she admits, “I saw you too. We must be on the same schedule.” Connection made.

I challenge you to look for these connecting moments in your own life...

You might be asking, “What’s your point?” I guess my point is more of a challenge. I challenge you to look for these connecting moments in your own life, and in doing so, to see how your very awareness changes the texture of the connection. Perhaps with your awareness, you will respond differently. Perhaps connecting through a smile, or a kind word, you will make someone’s day. Perhaps by saying just the right thing, at the right moment, you will impact someone so profoundly as to save their life. Who knows? The possibilities are endless! Who will you connect with today?
Automotive: Leading the Way in Green Fleet Initiatives

By Christy Case, Facilities Operations

UNC Charlotte’s very own Automotive/Motor Fleet Supervisor, Chris Facente, found that three awards were only an arms-length away, and because of this they have truly paved the way.

UNC Charlotte was awarded the Environmental Leadership Award recognizing its efforts to expand the use of low-speed electric vehicles throughout the campus and contributing to the overall quality of the fleet and the nation’s alternative fuel vehicle goals. North Carolina Clean Energy Technology Center (NCCETC) and North Carolina Department of Transportation (NCDOT) recognized various organizations for their efforts in reducing transportation related emissions and efficiency increases.

In addition, the Automotive/Motor Fleet team was presented with the N.C. SmartFleet 2015 Champion award because it has demonstrated a reduction in greenhouse gas emissions per mile over the past two years. The NCCETC announced the Smart Fleet Initiative this past spring, as a new branch that exclusively focuses on fleet commitment and accomplishments in reduced uses of petroleum. This initiative will further decrease the amount of CO2 and other harmful emissions.

Last but not least, the top 50 winners of the Green Fleet Awards contest were announced. UNC Charlotte ranked 24th in North America. What an accomplishment! The results for the Green Fleet Award were posted and the winners were announced live on April 16, 2015 at the largest fleet show held by NAFA Institute & Expo and is set to be published shortly in American City & County Magazine.

UNC Charlotte also has over eighty-five battery-powered, street legal, neighborhood electric vehicles that are used for a variety of campus services, including housing and maintenance. In the process of creating eighteen public electric vehicle-charging stations, the University is making sure that students and visitors can support and appreciate Centralina Clean Fuels Coalition to the best of their ability.

Some of UNC Charlotte’s Automotive/Motor Fleet daily experience consists of being able to maintain fuel use levels despite our significant growth in motor vehicles (four hundred to be exact), and they are one of the largest electric fleets in the state, considering that our campus has absorbed over forty-five percent of the overall growth in the 17 campus of the University of North Carolina System.

Also, UNC Charlotte’s Automotive/Motor Fleet team has shown continuous development of their fuel vehicle fleet from twenty-eight to thirty-nine percent over the course of three years. They are truly helping lead others in efforts on how to reduce transportation related emissions and increase efficiency across the state.

Congratulations!

Pictured left to right: Joey Cochran, Vince McNeil, Kathy Fisher, Bobby Robinson, Jerome Crawford, Chris Facente, Landon Martin, and Sara Nester
Throughout the year, Facilities Management Human Resources (FM-HR) coordinates and offers a variety of learning and development opportunities for FM employees. During the first quarter, Kronos, NinerTalent and Supervisor Safety Talks (SST) training were facilitated.

Kronos
• Kronos training was introduced and is ongoing across all of FM.
• Three trainers – Sandy Mullins, Solomon Franklin, and Clyde Derberry
• Beth Brown and Jennifer Smith continue to support Kronos training

NinerTalent
• NinerTalent implemented in July 1, 2015 with several training sessions for FM
• FM-HR continues to deliver NinerTalent training specific to department needs

Safety
Supervisor Safety Talks (SST), which are designed for FO and BES employees, are abbreviated monthly sessions that allow supervisors or their designee to ensure workplace safety measures are current and effective. Topics discussed were:
• July – Review of FM Accident Reporting Procedures
• August – Preparing for Emergency Evacuations
• September – Hazards of Confined Space

Facilities Management employees with an interest in learning and development opportunities are encouraged to discuss them with their supervisor. To obtain detailed information about offerings, and to download a Training Request form, visit the Learning and Development page at https://facilities.uncc.edu. Training Request forms are essential to the FM-HR endeavor to keep accurate and current documentation of employee learning and training activities. For more information contact Clyde Derberry, FM-HR Learning and Development Coordinator, via email at Clyde.Derberry@uncc.edu or by phone at 704-687-0544.


Team-Building Exercises - Planning Activities That Actually Work

The most important step when planning a team-building activity is figuring out what challenges your team faces. Only then can you choose exercises that will be effective in helping them work through these issues.

Ask yourself these questions to identify the root of any problems:
• Are there conflicts between certain people that are creating divisions within the team?
• Do team members need to get to know one another?
• Does poor communication slow the group’s progress?
• Do people need to learn how to work together, instead of individually?
• Are some members resistant to change, and does this affect the group’s ability to move forward?
• Do members of the group need a boost to their morale?

If you’d like to test how well you and your team work together, try this Team Effectiveness Assessment https://www.mindtools.com/pages/article/newTMM_84.htm.

Once you’ve identified the causes of your team’s issues, you can plan exercises that will address these problems. This will help your team to derive real benefit from the event – and feel that it was worth their while.

Mind Tools (www.mindtools.com) offers a variety of exercises to address different issues that teams commonly face.

Source: www.mindtools.com

Also, visit UNC Charlotte’s Venture website https://venture.uncc.edu/ or contact Brian Capron, Venture’s Associate Director, at 704-687-0697 for information on free team-building activities here at UNC Charlotte.
The Staff Council is established to create and provide a more harmonious working environment for the staff of The University of North Carolina at Charlotte. It has been delegated, by the Chancellor, the authority and responsibility to bring to the attention of the administration matters of general staff concern; and to take such actions as are necessary to enable it to meet those responsibilities.

Staff Council recently held elections. The 2015-2016 representatives and their alternates for Facilities Management are listed below.

Anyone who wants to bring an issue or suggestion to the council’s attention are to contact the representative for your area.

Area 11 – Facilities Management – Administration (AVC Office, Business Office Capital Projects, Design Services, FIS Office, Facilities Planning, Real Estate, Space Management)
Representative: Clyde Derberry (Business Office)  Phone: 7-0544  Email: clyde.derberry@uncc.edu
Alternate: Jennah Bennett (Business Office)  Phone: 7-0814  Email: vbennet9@uncc.edu

Area 12 A – Facilities Management – Building Environmental Services 1st & 2nd Shift: Recycling
Representative: Katherine Humphries (BES-McEniry) Phone: 7-8487  Email: khumphr9@uncc.edu
Alternate: Virgie Fewell (BES-Grigg)  Phone: 7-8957  Email: vfewell@uncc.edu

Area 12 B – Facilities Management – Building Environmental Services 3rd Shift
Representative: Vacant
Alternate: Vacant

Area 15 A - Zones 1, 2, 3, 4, 5, 6 and 7
Representative: Dwight Nealey (Zone 2)  Phone: 7-8959  Email: dnealey@uncc.edu
Alternate: Dennis Kowalski (Zone 2)  Phone: 7-8975  Email: dkowalsk@uncc.edu

Area 15 B - Central Operations: Controls, Lock Shop, Renovations, Utilities: Fire Alarms/High Voltage, Steam Plant, Grounds, Automotive, Motor Fleet
Representative: Ronnie Bell (Lock Shop)  Phone: 7-0588  Email: rbell@uncc.edu
Alternate: Derrick Massey (Zone 5)  Phone: 7-0573  Email: dmasse12@uncc.edu

Fall Festival Held October 13
**Holiday Party**

**Theme:**
Facilities Management’s Christmas Vacation

**Monday, December 7, 2015**
Student Activity Center Salons
11:00 a.m. – 1:30 p.m.
$6.50 per person

**Food ~ Fun ~ Fellowship**

**Bring one dessert per zone**

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**Mark Your Calendars**

**November**
26-27 - Thanksgiving Holiday - University Closed

**December**
3 - Board of Trustees Meeting
7 - Holiday Party
9 - Last Day of Classes
19 - Commencement
24-31 - Winter Break - University Closed

**January**
1 - New Years Day - University Closed
18 - Dr. Martin Luther King Jr. Holiday - University Closed
26 - All Employees Meeting
27 - Strategic Planning

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Did You Know?... You can go to the Campus Special website: [http://www.campusspecial.com/unc-charlotte/coupons](http://www.campusspecial.com/unc-charlotte/coupons) for all types of discounts for UNC Charlotte faculty/staff.
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We S.H.A.R.E. Facilities Management Values: Safety, Honesty and Integrity, Accountability, Respect for Others, Excellence