Greg Parsons named Chief Facilities Officer

Greg Parsons, who has served as UAB’s Assistant Vice President for Planning, Design and Construction in the Facilities Division since 2014, has been named Associate Vice President and Chief Facilities Officer after a national search. He started his new position Feb. 1, succeeding Robert McMains, who retired Dec. 31, 2018.

Parsons joined UAB in 2014 after working in Auburn University’s Facilities Management unit office as university architect for more than 20 years.

“I’m truly honored,” Parsons said. “The opportunity to serve the faculty, staff and students at such a transformative time in UAB’s history is a privilege I take very seriously. We have so much here to be proud of, and in my new role I want our campus to reflect that pride and continue the forward progress that has made us the No. 1 Young University in the country.”

Parsons now will oversee all aspects of Facilities Divisions operations, including campus planning, facility design, new construction, renovations, architecture and engineering operations and energy management — plus all operations and maintenance in UAB’s academic, research and hospital facilities. He also will supervise real estate activities, transportation, utility management and environmental health and safety efforts, plus be UAB’s primary liaison to the UAB Health System.

Environmental Management, a department within Environmental Health & Safety, is reworking standard processes and saving UAB money at the same time.

There are approximately 3,600 gas cylinders on campus, which is an increase of more than 1,000 cylinders since 2010. Gas cylinders and supplies are used in several areas throughout the UAB enterprise, including the hospital, recreational center, laboratories, and maintenance areas.

Because gas cylinders are used in almost every area of the university, it is vital that EH&S knows where all cylinders are and that proper safety management steps are being taken when handling the cylinders.

After evaluating the gas cylinders maintenance process on campus, the Environment Management team decided to record and create an up-to-date inventory list of all cylinder locations on campus. Once the team started this new process, team members discovered that the accumulation of gas cylinders was due to a large amount of used and empty cylinders.

“There may be other areas where there are still large accumulations of empty cylinders, that we are not aware of,” said Eric Grace, Hazardous Waste
Share your thoughts on work and life at UAB and identify strengths and opportunities for improvement in the ongoing online campus engagement survey that began Jan. 29 and will conclude Feb. 12.

The goal of this survey is to understand that employees’ perspectives on their work experiences are critical to celebrating our strengths and identifying actionable areas for improvement as we did in 2017. The 2019 survey results will help quantify progress and identify tools, resources, and programs needed to promote and sustain individual and institutional growth.

UAB is partnering with ModernThink, a consulting firm with particular expertise in improving workplace quality, to ensure anonymity and encourage candid responses from employees. Modern Think emailed employees an individualized link to the UAB Campus Engagement Survey on its secure, confidential website Jan. 29, and work time may be used to complete the survey.

Most people will be able to complete the survey in about 20 minutes. You will be able to stop and restart the survey, if needed. A list of frequently asked questions is on the campus engagement website, at uab.edu/engage, along with a review of changes prompted by the 2017 survey.
2018 Facilities Service Awards Recipients

The Facilities Division will honor 105 employees for their service to the Division and University during a ceremony on Wednesday, Feb. 27. The Service Award Program is designed to recognize and express appreciation to employees who have completed five or more years of service to UAB. The university will host its Service Awards Program reception Friday, March 1.

James Jordan ...................................... 40 Years
Douglas Gann .................................... 30 Years
Wanda Washington ............................... 30 Years
James Williams ................................. 30 Years
Bradford Brown II ............................... 25 Years
Stanley Buchanan ............................... 25 Years
Delouwest Clark ................................. 25 Years
Janette Finkley ................................. 25 Years
John Fluellen .................................... 25 Years
Ivy Martin ........................................ 25 Years
Bernard McLean ................................. 25 Years
Kecia Roper ....................................... 25 Years
Claude Smith ...................................... 25 Years
Shelton Walker ................................. 25 Years
Antonio Wooden ................................. 25 Years
Lester Herbert III ................................ 20 Years
Robert Howard ................................. 20 Years
Roderick Johnson ............................... 20 Years
Rosemary Jones ................................. 20 Years
Kenneth Lane ................................... 20 Years
Gregory Leach .................................. 20 Years
Cheryl Merkerson ............................... 20 Years
Howard Morgan ................................. 20 Years
Wanda Powell .................................... 20 Years
Richard Price .................................... 20 Years
Susan Thompson ............................... 20 Years
Janice Thompson ............................... 20 Years
Dartrell Washington ......................... 20 Years
Wandnetta Williams ............................ 20 Years
Carl Allen ........................................ 25 Years
Samuel Biddie .................................. 15 Years
Ricky Brown ..................................... 15 Years
Bryant Bullock ................................. 15 Years
Freddie Crews Jr. ............................... 15 Years
Deborah Dial ..................................... 15 Years
Michael Dillard ............................... 15 Years
Steven Doss .................................... 15 Years
Edward Hasenbein Jr. ........................ 15 Years
Keonnie Hood .................................. 15 Years
Jacqueline Kirkland ........................... 15 Years
Scott Laye ...................................... 15 Years
Marlon Mashburn .............................. 15 Years
Kendrick Mitchell ............................. 15 Years
Annette Moore ................................. 15 Years
Brian Priest ..................................... 15 Years
Lester Alan Watson ............................ 15 Years
Debra Williams ................................. 15 Years
Erik Beasley ..................................... 10 Years
Duran Bridges ................................. 10 Years
Clifton Keith Calvert .......................... 10 Years
James David Hagan ............................ 10 Years
Bryan Hare ...................................... 10 Years
Macurist Hagan ................................. 10 Years
Valerie Henderson ............................. 10 Years
Steele Hodges ................................. 10 Years
David Jackson ................................. 10 Years
Jan Janik ......................................... 10 Years
LaKesha Lee ................................... 10 Years
Terry McHan .................................... 10 Years
James Norworthy .............................. 10 Years
James Thomas Snow .......................... 10 Years
LaTonya Williams .............................. 10 Years
LaKeya Wilson ................................. 10 Years
Raheek Alshammary ........................... 5 Years
Michael Antonio ............................... 5 Years
Lotoya Beard ................................. 5 Years
Bernice Bimbo ................................. 5 Years
Robert Bowden ............................... 5 Years
Christopher Cook ............................. 5 Years
LaToya Craig ................................. 5 Years
Tristan Dixon .................................. 5 Years
Christopher Faulkner ......................... 5 Years
Charles Freeman ............................... 5 Years
James Perry Frugia ............................ 5 Years
Nicholas Hall ................................... 5 Years
William Hawkins ............................. 5 Years
Samuel Hawkins Jr. ........................... 5 Years
Belin Higginbotham ............................ 5 Years
Paul Howanitz .................................. 5 Years
Bernice Johnson ............................... 5 Years
Stephanie King ................................. 5 Years
William Carl Manning ....................... 5 Years
Gladyss McCurdy .............................. 5 Years
Natalie Merrill ................................. 5 Years
Joseph Anthony Millette ..................... 5 Years
David Murphy ................................. 5 Years
Dr. Julie Price .................................. 5 Years
Mark Price ..................................... 5 Years
Kendal Ann Smith ............................. 5 Years
Neidra Stewart ................................. 5 Years
Lance Stockman ............................... 5 Years
LaQuinchata Taylor ............................ 5 Years
Kristina Vanderblt ............................. 5 Years
Corey Walker ................................. 5 Years
Michele Lavon Ward ......................... 5 Years
Terry Layne Waters ........................... 5 Years
Mark Watkins ................................. 5 Years
Mark Willard ................................. 5 Years
Melvin Willis ................................. 5 Years
William Winslett ............................. 5 Years
Tyrone Wright ................................. 5 Years
Taneeka Young ................................. 5 Years
Virginia Young ............................... 5 Years

Planning Design & Construction Team C is a group of future-driven, professional engineers that are willing to step in and support the technical areas of the Facilities Division. The team also supports the other units within PD&C as needed by providing engineering design and solutions.

Mark LaRue, Team C Director, said that his team is eager to support any Facilities Division units that need them.

“The people we work with are really good at their craft,” said LaRue. “Be it the Maintenance Technicians or Administrative Support, we are here to help and support them.”

Along with supporting Facilities Division units, the team also spends a significant amount of time working to make improvements on campus.

“Our focus is to keep our existing building operations comfortable for the occupants,” said Wesley Benefield, Electrical Engineer, “and to provide input for new buildings to enhance comfort and sustainability.”

The team agreed that they enjoy being part of the growth and improvements being made on campus.

“The future looks bright,” said Mark Pugh, Mechanical Engineer. “The campus and hospital are growing and improving. It is nice to be a part of that.”

Marcus Zimmerman, Mechanical Engineer, said that the Facilities Division is responsible for the growth and development of UAB’s expanding institution, and his team is happy to play a role in the process.

Left to right: Ricky Brown, Marcus Zimmerman, Mark LaRue, Mark Pugh, Wesley Benefield.

Group Spotlight
ALL-HANDS MEETINGS | F.A.C.E. EVENTS

Q: Why don’t we have more All-Hands Meetings?
A: The All-Hands Meeting is a time for the Facilities Division to come together as a team and encourage each other as one unit. The Division consists of more than 750+ employees, and we do our best to schedule division wide events and meetings to include all. We also have to keep work schedules and availability in mind. Therefore, we spread the events out over the course of the year to encourage attendance, as well as consistency in work schedules. We also must adhere to an allocated budget each year for these events.

Q: Now that Mr. McMains has retired, are we still going to have All-Hands Meetings?
A: Yes, we will continue to have All-Hands meetings regularly. The All-Hands Meeting is a time for the Facilities Division to come together as a team and encourage each other as one unit.

Q: Why have an event for Facilities and everyone can’t participate or there is not enough food?
A: We do our best to accommodate and provide enough food for all employees in attendance. For most Facilities-wide events, we have leftover food after the event. However, we are aware of the issue that occurred during the Facilities Division Picnic in September. We have assessed the situation and improved the serving process for future events.

Q: Prayer is the answer to our pain! Why don’t we start these meetings with prayer?
A: As a standing practice, we do not start meetings with prayer to be respectful to all employees of varying religious beliefs.

Q: Could the PowerPoint [from the All-Hands Meeting] be sent to our emails so we can refer back to it? For example, the information about life coaching I did not write down the phone number to contact that department.
A: We will take this into consideration as we plan for future Facilities Division events. If you would like more information about the life coaching provided by UAB Employee Assistance & Counseling Center, please visit uab.edu/hr/home/eacc/life-coaching or call 205-934-2281.

Q: I would suggest using the one tap swipe in technique used for this meeting on 12/18/18 at our Facilities Division picnic so we can only have Facilities Division employees attend.
A: We often invite special guests and key customers to our events. However, this is a great suggestion. We will take it into consideration as we plan for future Facilities Division events.

Q: Why is it that when we attend these meetings, we always talk about the Hospital and the Campus, but never about Grounds? We work so hard to keep all of the grounds on campus looking its best.
A: We appreciate all the great work each of our departments do to make UAB a great place! The “recognition” section of the All-Hands Meeting is based on specific projects or accomplishments by an employee or a team that has been submitted by a supervisor. If you would like for your group to be recognized for a specific project or award, please speak with your supervisor and request that your accomplishment be submitted to Natalie Merrill at nmerrill@uab.edu.

Q: The All-Hands Meetings make us feel important, and I think that the speakers are very outspoken. The last meeting we had was spectacular.
A: Thank you! We strive to continue to provide well-rounded and transparent communication to all Facilities Division events. It is a great way to show our appreciation for all the hard work each department does to maintain our growing campus.

HR | BENEFITS

Q: We had several questions regarding Christmas bonuses and will answer the questions collectively here.
A: The Facilities Division does not participate in a bonus program. UAB must abide by the state law, which prohibits gifts to employees. Unfortunately, bonuses or other similar items are deemed a gift and cannot be provided to employees. However, our F.A.C.E. Committee continues to work diligently to plan fun activities and provide prizes that celebrate our employees as allowed by the university.

Q: Why aren’t UAB Temporary employees extended the same types of benefits, especially those that are hired by the UAB temp department.
A: Temporary employees do not have the same classifications as full-time regular employees. For a full list of benefits that employees disability resulting from either accident or illness, sustained on or off the job, lasting more than 90 days. Coverage begins with the first day of actual performance of duties for employees in eligible assignment categories.

Q: I do not receive health insurance from UAB. Since an employee’s health care is considered part of total compensation, why am I being compensated at a lower rate than my peers? May I receive the portion of pay that UAB is contribution for their portion of healthcare.
A: We understand your viewpoint, and UAB is committed to providing equitable compensation based on job type, qualifications, and work hours. Please visit the UAB Benefits site uab.edu/benefits or visit Facilities Human Resources to learn about the many benefits UAB has to offer based on your employment/assignment classification.

Q: I am constantly working outside of my job description. How can I get my pay adjusted accordingly?
A: UAB and the Facilities Division are committed to ensuring that employees are in the correct job classification. Tasks and job duties may change over time due to changes in department staffing, projects, workload or technology. These changes do not always mean that the job classification has changed, but sometimes that may be the case. Please speak with your supervisor about this item, or contact Facilities Human Resources to discuss at 934-8835 and Facilities Human Resources can work with your supervisor to review your job duties.

Q: Why don’t you offer disability insurance as part of benefits?
A: Eligible UAB employees are covered by a long-term disability insurance plan (salary continuation). This plan assures continuance of a substantial portion of covered employees’ salaries should they be deemed disabled by the plan’s insurance provider. The plan covers a disability resulting from either accident or illness, sustained on or off the job, lasting more than 90 days. Coverage begins with the first day of actual performance of duties for employees in eligible assignment categories.

Q: Why is family coverage health insurance so expensive? And the powers that be will deny coverage on quite a few procedures.
A: That plans’ costs are determined by the providers on an yearly basis. If you would like to get more information about plans offered, please visit the UAB Benefits Office AB264 to determine what benefits are available to you based on your employment/assignment category. Additionally, if you are interested in receiving full benefits, consider applying for full time positions at uab.edu/jobs. Our temporary positions offer employees flexible and relevant work experience, as well as networking opportunities for those looking to transition into regular full-time employment.

Q: I have several questions regarding life coaching. I would like to know how often you go to the doctor and how many prescriptions you fill a year.
A: UAB’s plan costs are determined by the providers and based on national plan cost averages. If you claim has been denied, you can follow up with an appeal process.

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HR | BENEFITS

Q: Can we please be off the last two weeks in December every year?
A: UAB allocates a specific number of holidays per year. Extra days during the holiday season is determined by UAB administration on a year-by-year basis. If you would like additional time off, speak with your supervisor about using your benefit time.

Q: When we get our insurance can they stop raising the insurance so we can see the little check that we receive?
A: UAB believes in offering choices to best meet the needs of employees and their families. UAB offers employees a choice of 4 health insurance plans with different price points and plan design. UAB, with the help of our Employee Benefits Committee, makes decisions each year to ensure plans remain competitive from both a plan design and pricing perspective based on the unique needs of our population. This year a Staff Council representative was added to the Employee Benefits Committee. UAB is proud to offer a competitive benefit program for all employees with a continued focus on plan choice. If you would like to give suggestions to Staff Council, please contact Scott Moran, at smoran@uab.edu.

HR | HIRING & TRANSFERS

Q: Can we have two more people in the AB Building?
A: Several new Building Services have been filled to ensure that public areas of all our buildings are maintained. We have also recruited new Environmental Services Specialists positions to help with our growing campus.

Q: Why can't General Mechanics at the hospital transfer to the same position at the campus?
A: General Mechanics can transfer, but they have to have approval of their supervisors and managers before that can occur. If it is a promotion, the ability to move will be determined by the needs of the department. If it is a lateral move, the ability to move will depend upon the employee’s successful performance and demonstrated success in creating a solid and stable work history.

Q: Why is it so hard to transfer or get a job in Kirklin or UAB Hospital?
A: The hiring process has several steps, which includes getting the position approved and posted. Please check the Facilities Division digital boards for an updated list of job postings. We plan to have this specific position posted soon.

Q: Why is it so hard to transfer or get a job in Kirklin or UAB Hospital?
A: The Kirklin Clinic is a separate employer. At UAB, employees eligible for transfer must have completed their six-month probationary period, have been in their role for 1 year, and must be in good standing with no recent written warning, suspension or imposed probation. If you would like to transfer to another position, please apply on the UAB job page. The most qualified candidate for each position will be hired.

Q: Why can't General Mechanics at the hospital transfer to the same position at the campus?
A: General Mechanics can transfer, but they have to have approval of their supervisors and managers before that can occur. If it is a promotion, the ability to move will be determined by the needs of the department. If it is a lateral move, the ability to move will depend upon the employee’s successful performance and demonstrated success in creating a solid and stable work history.

Have an idea for Staff Council?

The mission of the UAB Staff Council is to support the vision, mission, values and goals of the University while providing a voice for staff on issues related to them.

Contact Scott Moran, representative for the Facilities Division on the Staff Council, at smoran@uab.edu. Learn more about UAB Staff Council at uab.edu/staffcouncil.

HR | PAY

Q: In March of 2018, Gov. Ivey announced 3% raises for ALL state employees. Facilities gave us a 2% raises, which I/we greatly appreciate. However, can someone explain where the additional 1% went? Invested in equipment? Invested in future raises? Inquiring minds want to know.
A: UAB has only a portion of its funding through state funding sources, in comparison to those employees working directly for the states interests that are fully funded by state dollars. UAB also has different benefits and a different holiday schedule.

UAB Employee Policies can be accessed at uab.edu/policies
Answers to All-Hands Meeting questions

HR | PERSONNEL ISSUES

Q: Why does my department feel male driven?
A: While 65% of UAB’s 21,904 employees are female (uab.edu/institutionaleffectiveness), the male/female ratio within our Division is 68% male, likely based on the large number of craft positions which are historically filled by males. If you have concerns about behaviors and/or treatment based gender, contact Facilities Human Resources.

Q: Why are employees not allowed to evaluate their supervisors?
A: The Facilities Division and UAB do not currently perform “360 degree evaluations” which is a process of employee providing feedback for their supervisors. This kind of feedback, however, may be a consideration in the future as we are continuously looking for ways to enhance our Managements’ skill and coaching. If you have concerns or kudos to share regarding your supervisor, you are encouraged to contact Facilities HR or speak with your Manager and/or Director.

Q: Any chance hourly will ever have the same opportunity with mentoring programs as salary employees?
A: The Facilities Division does not have a formal mentoring program for exempt or nonexempt employees. For the past four years, we have worked to ensure that all Facilities Division Supervisors attend the Supervisor Development Series to ensure they will have the skills needed to be good supervisors. Going forward, this class will be open to group leaders beginning in 2019. If you are interested in professional development, please speak with your supervisor to determine if there are opportunities within your department. Contact Laura Marsh at llmarsh@uab.edu or 934-1054 to discuss formal training opportunities.

Q: If there is an open door policy for HR but your supervisor is close with HR, how do you handle those situations?
A: While Facilities Human Resources has regular contact with supervisors, your contact with any FHR representative is treated confidentially. Please be aware that in order to address some concerns that are brought forward to the department, your supervisor or manager may need to be made aware so the item can be addressed appropriately. We are sorry that you have this perception, and hope you will consider contacting Facilities HR or HR Relations in the Administration building to discuss concerns that may arise.

Q: Why don’t we have a trainer to help with the new person? Someone to help train on machines, cleaning offices and bathrooms, and how to be nice to our customers. When we train new people we should introduce them on the floor so that customers will know them.
A: We have supervisors and group leaders that work on new employee training, as well as Facilities Welcome Day. However, this may not get all information out as soon as is desired. This would be a good idea to pursue in the different departments to see if there is a way to have new employee “coaches.” We will look into this as a possibility.

DRESS CODE | UNIFORM

We had several questions and suggestions regarding ordering and receiving new uniforms and will answer the questions collectively.
A: We have a uniform committee that takes input about the wants and needs of the department when it comes to uniforms. Please speak to your Supervisor about contacting someone from the committee.

HR | TEMPORARY SERVICES

Q: I’ve done my 3 months with Custom Staffing, how long will it be until I get hired with UAB temp? Thank you, I’m eager to start full time employment with UAB.
A: If you are interested in a specific position, please visit the UAB job page and apply. If UAB Human Resources believes you are a top candidate for the position, they will contact you for additional information or to schedule an interview for a possible job assignment.

Q: Can y’all specify to Temporary Services that we need more young men in Building Services?
A: We do our best to hire people who can perform the job functions regardless of gender. If there is a performance concern then our Management team is trained to coach individuals to be able to meet our needs. Discriminatory harassment, whether sexual or non-sexual, is strictly prohibited.

TRANSPORTATION

Q: Can speed bumps be put in parking deck 12? It is getting pretty dangerous with these cars going fast inside the deck.
A: UAB Transportation is looking into this for all of our decks. We hope to start the projects soon.

Q: Given Interstate construction and closures, it may be difficult to get into work some days. What should we do about traffic?
A: Please use the information from ALDOT at 5920bridge.com to plan your routes around construction, closures, and detours or follow on Twitter @5920bridge or Facebook. We’ll share any UAB-specific guidance that becomes available.

OPERATIONS | EQUIPMENT

Q: Within the past year or two, there were discussions about the possibility of Campus Services and Grounds leasing equipment. Is a leasing program for our equipment still on the table?
A: Good news! The leases for the Grounds Department finally went through, and the equipment should be on campus now. We are working to make this model work for the custodial equipment next. We believe it won’t take as long to complete.

Q: The door coming in from the Viva building deck is not closing properly. The last 2 nights, it has been cracked open when I have arrived. The door closes far too slowly for people to wait and see if it does close and the door cannot be closed manually.
A: Doors are repaired as reported. If you have found an issue, please report it to your supervisor, or request service online at uab.edu/facilities or call the Facilities Dispatch Center at 934-9675(WORK).

Q: I work in Building Services. I’ve had broken keys and I wanted to know why is it taking so long to have new keys made so I can get into the offices before the staff comes in every morning.
A: There are many tasks that supervisors must perform when make requests from Physical Security for items such as keys. Requests such as this are processed as quickly as possible and in the order received. Please speak with your supervisor to check on your request.

Q: We had several questions about vehicle and equipment repairs to make the equipment stay in service longer. Please speak to the top candidate for the position, they will contact you for additional information or to schedule an interview for a possible job assignment.
A: The Facilities Division is working on several options to get new equipment and better repairs to make the equipment stay in service longer. We are working on several options to get new equipment and better repairs to make the equipment stay in service longer. Please speak to your supervisor about specific needs and process improvement ideas for your department.

UNIFORM COMMITTEE MEMBERS

Darryl Crider
Hank Bolton
Vince Burgett
Brian Holt
Roderick Johnson

Jason Jones
David Lovell
Tony Millette
Scott Moran
Tammy Smith

Timothy Sullivan
Beth Williams
Douglas Williams
James Williams
Matt Winslett

OPERATIONS | EQUIPMENT
Answers to All-Hands Meeting questions

OPERATIONS | EQUIPMENT
Q: If Hospital Maintenance is shorthanded, why can’t we get some from campus? We all work for UAB.
A: Campus Maintenance is a backup for Hospital Maintenance. They provide time and talent when there is an urgent need. However, they cannot be the answer when Hospital Maintenance is short staffed. Hospital Maintenance is in the process of hiring more people to fill empty positions. Campus Maintenance has work to do and cannot give up people on a permanent basis because they have responsibilities to the campus side and those duties cannot go undone.

Q: Can Hospital Maintenance get Southern Link radios like Campus Maintenance has? That way we can talk to each other privately if there is a matter that requires such instead of it being broadcast for all of Hospital Maintenance to hear. Especially if we need to speak to our supervisor privately.
A: Southern Link is a company that does not support its equipment. It uses technology that does not work in all areas and does not have phones to issue anymore. We are moving away from them and using Zello on the iPhones to talk back and forth as well as using text messaging, which can be done person to person instead of an entire group.

Q: Could the painting contractors be required to use the same paint that Hospital Maintenance uses?
A: We are not aware of any specific purchasing issues regarding painting supplies. Please contact your supervisor about the specific needs of your department.

Q: Meetings should a last resort communication medium. While necessary at certain times and situations, meetings are inefficient.
A: When scheduling meetings, we should keep time management and resource stewardship in mind. Each meeting scheduled needs to be productive and informative for all parties involved. Speak with your supervisor if you feel that a meeting is unnecessary or unproductive.

Do you have a question you want answered?
We check the F.A.C.E. comment boxes on the 15th of every month. You can also submit a question by emailing FAC-suggest@uab.edu. We want to hear from you!

Supervisors complete training series

The Facilities Division Professional Development Program successfully completed the fourth year of the Supervisor Development Series in 2018. The series is in coordination with instructors from Organizational Learning and Development (OL&D). The cohort of 33 supervisors finished training in December 2018. The next series begins training in February 2019.

The training series consists of seven modules of learning including 11 classroom training sessions and 11 on-the-job application assignments. The value of the classroom learning style is to build relationships throughout Facilities leadership with diverse participants. In this way, the participants share experiences and learn and grow together. The on-the-job application assignments provide opportunities for self-reflection of the participant’s supervisory style and an opportunity to communicate learned training content to the participant’s team members.

If you are interested in the supervisor training, please speak to your direct supervisor.
### What’s new in construction?

**College of Arts and Sciences Building**
- Construction 80% complete
- Projected completion May 2019
- Projected occupancy July 2019

**Soccer Expansion**
- Construction is 90% complete
- Grandstands are complete with press box and canopy installed
- Project completion January 2019

**UAB Track & Field Complex**
- Construction is 60% complete
- Project completion in mid-March 2019

**ROTC Building**
- Construction 95% complete

**Beach Volleyball Courts**
- Site demolition is complete
- Site work 40% complete
- Project completion in January 2019

**New Residence Hall 2020**
- Demo of existing structures complete
- Site excavation in progress
- Prep for drilled piers in progress
- Projected completion June 2020

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### Facilities Division Professional Development Center schedule

**FEBRUARY 2019**

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<tr>
<th>Sunday</th>
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<td>Typing Fundamentals 9:30 -11 a.m.</td>
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<td>OPEN HOURS Scheduled time to take Engagement Survey</td>
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<td>Outlook Intermediate 8:30-10:30 a.m.</td>
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Check your email and the Digital Bulletin Boards for the March Professional Development Center schedule.