

Facilitator

JUNE 2021 – AUGUST 2021

DEI Committee Updates:

Facilities DEI Guiding Principle:

In our endeavor to achieve operational excellence, we believe Diversity, Equity, and Inclusion must be intentional (intentional - deliberate, done on purpose).

Our workforce will honor and respect the community we serve by giving voice to its members.

Trust and Respect is the unifying theme that transforms Diversity and Equity into Unity. This process begins with a mindset of Inclusion.

The Diversity, Equity, and Inclusion Committee would like to thank everyone that participated in the anonymous Climate Survey that was conducted earlier in the summer. We know this survey was not easy, but your valuable feedback will help guide and direct us in making Facilities an even better department. In the next few Facilitators, you will see results from the Climate Survey. As a committee, we want to always be open and direct with the members of Facilities; therefore, you will begin seeing updates from our committee throughout the year in the Facilitator and on the future DEI website page that is still in the

beginning stages of being released. We want to reiterate that our DEI committee members hope that our passion for change will be both seen and felt through the ongoing discussions in and out of the committee meetings. Through your interactions with us, we can ensure that we grow and infuse the spirit of inclusion into the roots of Facilities to make our unit an even better place to work. Always feel free to reach out to any member of our Facilities DEI Team.

[See pie chart on page #6](#)

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Please keep Dan Byers in your thoughts as he continues his health battle.

Richard Andrew "Andy" Riggins II February 15, 1964—September 2, 2021





NEW HIRES



Lori Bedell – Cust/Rec
 Kimberly Bennett – Cust/Rec
 Caines, William—Maint. Serv
 Ethan Cobb – Maint. Serv
 Amber Ethridge – Cust/Rec
 Jon Foster – Maint. Serv
 William Freeman—Cust/Rec
 Keaton Henry—Landscape
 Lititia Heriot—Cust/Rec

Mary Holland – Cust/Rec
 Jordan Hurt – Cust/Rec
 David Kelley—Cust/Rec
 Greg Lawrence—Maint. Serv
 Jennifer Lubic – Landscape
 Richard Pelot – Landscape
 Michael Schoen – Maint. Serv
 Joshua Swords – Cust/Rec

New Student Employees:
 Ketaki Bhavé—Maint. Serv
 Joshua Kirchner—Cust/Rec
 Jeana McCracken—Cust/Rec
 Brendan McGuire—Utilities
 Joohyun Shin—Pln & Des
 Olivia Wideman—Pln & Des
 Jeidon Wilkins—Cust/Rec
 Kathy Zheng—Cust/Rec

Retirees - We Wish You Many Happy Years!



Charles Brown—
Cust/Rec



Robert Dover—
Maint



Cecelia Jackson—
Sup. Serv



Harry Kirby—
Utilities



Paul Minerva—
Landscape

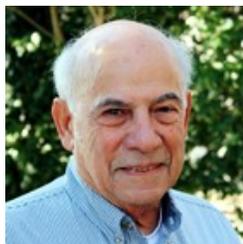


Cheryl Ruff—Cust/Rec



Dariusz Szemraj—Cust/Rec

Retiree Spotlight—Sam Zanca, 88 years young, retires after 23 years of service



To succeed in life Sam recommends surrounding yourself with people who will encourage you, lift you up, and support you!

Sam is a native of New Orleans, LA. He graduated from Tulane University, BS, Mechanical Engineering in 1956.

Before coming to Clemson Sam worked in Louisiana, Texas and 18+ years at the Southern Division, Naval Facilities, Engineering Command, Charleston, SC.

In 1998 Sam started his Clemson Career!

Clemson Projects that Sam worked on:

Renovation of Martin Hall.
 Renovation of Clemson Football Stadium
 East End Zone
 South Concourse
 North Concourse
 West End Zone (twice)

Some of his Achievements:

Relocated “Rock” to new setting and pedestal

Worked with designers & built the Memorial Stadium Oculus
 Innovation Center
 Renovated the Cooper Library
 Child Development Center

What is next for Sam?

He loves to run, fix things and will remain constructive working for his church, as well as buttoning up some projects here on campus.



Subject: Kudos for Dale Herron

Just a quick note to thank whomever is responsible for assigning Dale Herron to Clemson Online in Pendleton. From the first moment he arrived to assist us, Dale has been responsive, shown a real interest in resolving our issues, has kept me updated on the progress made and future expectations, and has done it all with a smile and a willing spirit. He made sure I knew his name, and he's only the fourth FM&O employee to give me his cell phone number, which means a lot to those of us off-campus. He has been a delight with whom to work, and I feel confident he will continue to do so. He's also been respectful and kind, so again, thank you. Too often, we neglect to let supervisors, and especially unit heads, know how their employees are performing, so I hope this is helpful to you. I would certainly be remiss if I did not compliment you both on an exceptionally run organization. We appreciate you!

All the best for a great summer. Stay safe and come see us! We look a lot better than we did the last time you were here.

Anolyn K. Watkins
Clemson Online/Office of Teaching Effectiveness and Innovation

Subject: Mack Whitmire and Joey Dickard—Job well done!

My name is Jaz and I'm a member of the HR team. I'm writing to express how pleased I am with two facilities team members - Mack Whitmire and Joey Dickard.

Recently, we submitted a request to have two cubes reconstructed (including the relocation of two computers). We expected the task would be difficult and take a lot of time. Well, not for your guys! Acting as clear subject matter experts, they came right in, fully assessed the situation and were able to take care of everything on the spot!

Throughout the project, they made key suggestions, kept us informed and communicated their process well. Overall, they did a fantastic job and couldn't have been more helpful.

Please recognize them for doing such great work. They went above and beyond on our project and we are grateful!

Best,
Jaz Hamilton-Allen, MBA | Organizational Development Lead

Subject: Leigh Hurst—Kudos

I would like to thank Leigh Hurst for all the help and work she does for Tillman Hall. She keeps me informed of problems in the building and helps me get to the problem quickly. Sometimes before I even get the ticket. Leigh is a great person and works really hard to keep Tillman running.

Thanks,
Hvac Tec Dale Herron

Subject: Henry Wardlaw—Kudos

The facilities chap, Henry Wardlaw, who patched and painted the holes in the Press's offices was fantastic. He examined the holes and decided how best to patch them. Then he put on as many coats of mud as needed to create a smooth patch. He came back this morning to finish the sanding and painting. Through all this, he kept us posted on his process and his progress. And he vacuumed! He even cleaned up some of the mess from previous workers who'd left drywall dust all over the place. Anyway, if you could pass along my compliments to his supervisor, I'd be grateful.

Cheers,
Alison
Alison Mero, PhD | Managing Editor Clemson University Press



Have You Ever Wondered What The Ombud's Office Is and How It May Help You?



I'm Tessa Byer, Clemson's new University Ombuds for Staff, and I am ready to serve the Clemson community!

What is the Ombuds Office?

The Ombuds Office is a safe space for staff to process concerns, get information, and develop options for how to move forward in a difficult situation. I can provide education, conflict coaching, mediation, and facilitation as well as referrals to other resources across Clemson.

Why have an Ombuds Office?

There are a lot of helpful

resources at Clemson, and the Ombuds Office is a complement to those. Here's what makes the Ombuds Office unique:

Neutrality: I act as a third-party observer helping you gain a clear picture of your conflict or situation from multiple perspectives. I can help you generate a range of options and determine which option works best for you.

Informality: I do not participate in any formal University proceeding or investigation. The Ombuds Office is a low-risk place to go to consider multiple options for resolution and figure out your next steps.

Continued on page #6



2021 Appreciation Lunch



It was nice to be able to come together and enjoy lunch at the Madren Center Pavilion!!

Pictures continued on page #5

If you have information, an article, upcoming event or compliment you would like included in future Facilitator issues, please send the information to:
Colleen Caracciolo
collec@lemson.edu
656-4604

Facilities Appreciation Lunch Photo's Continued



Univ. Facilities Card Access Update for Employees and Contractors

Short Term Contractors

Project Managers email Courtney Wald and copy Cody Price. Include the following information in email:

- Project Manager
- Company Name
- Project start/end date

Employees

Supervisors/Managers/Directors should email Colleen Caracciolo and copy Courtney Wald. Include the following information in email:

- Employee Name
- User ID
- Type of Access (E&G or Housing)

Long Term Contractors (have Affiliate TigerOne Card)

CU employee overseeing the contractor should email Colleen Caracciolo and copy Courtney Wald. Include the following information in email:

- Name on Affiliate Card
- Affiliates User ID
- Type of Access (E&G or Housing)

Email addresses:

- Cody franklp@clemsun.edu
- Colleen colleec@clemsun.edu
- Courtney ckirby2@clemsun.edu

With new jobs on the referral board every day, we ask you to help expand the Clemson Family.

Refer today!



If you know someone who may be interested in applying for one of our jobs, please refer them to the application at <https://www.clemson.edu/careers/>

Please note that in the event that an eligible Clemson employee refers a new hire into an FTE position, that Clemson employee will receive a one-time, lump-sum award of \$500.

In order to qualify for this bonus, you must complete the online referral **before** the applicant has applied for the job.

Visit the [Employee Referral Program website](#) to learn more, sign up and make a referral today.



Ombud's Office (continued from page #3)

Independence: I function outside the normal chain of command, which allows me flexibility and access in communicating depersonalized trends and recommendations to University decisionmakers.

Confidentiality: I will keep your identity and all communication with you completely confidential. You can say what you want to me without fear of retaliation or judgment.

When should I go to the Ombuds Office?

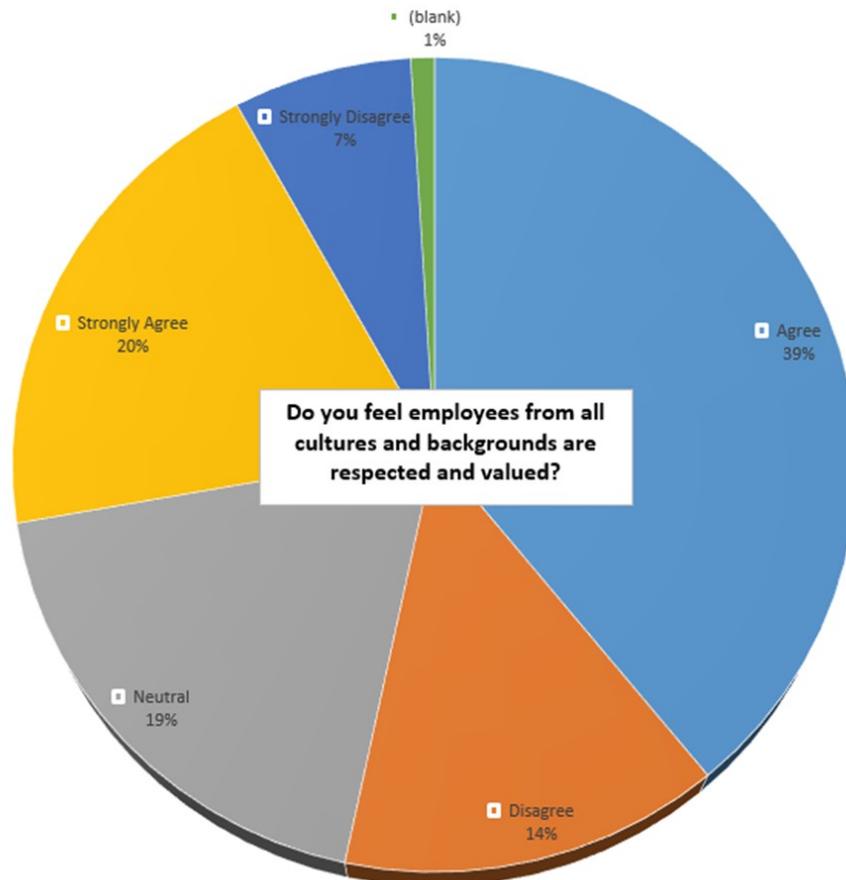
The Ombuds Office is open to all staff, and there's no limit to the issues you can bring to me. If you are unsure how to move forward in any way, I can help you work through it.

I can meet you virtually, you can come to my office, or I can come to you. Looking forward to seeing you soon!

How can I reach you?

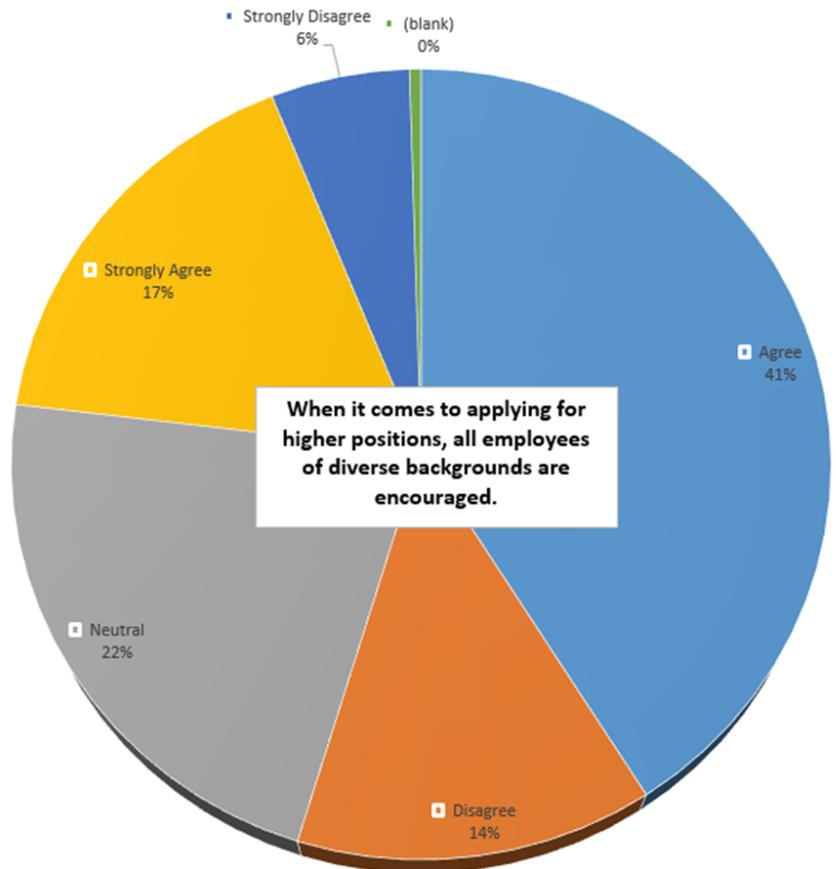
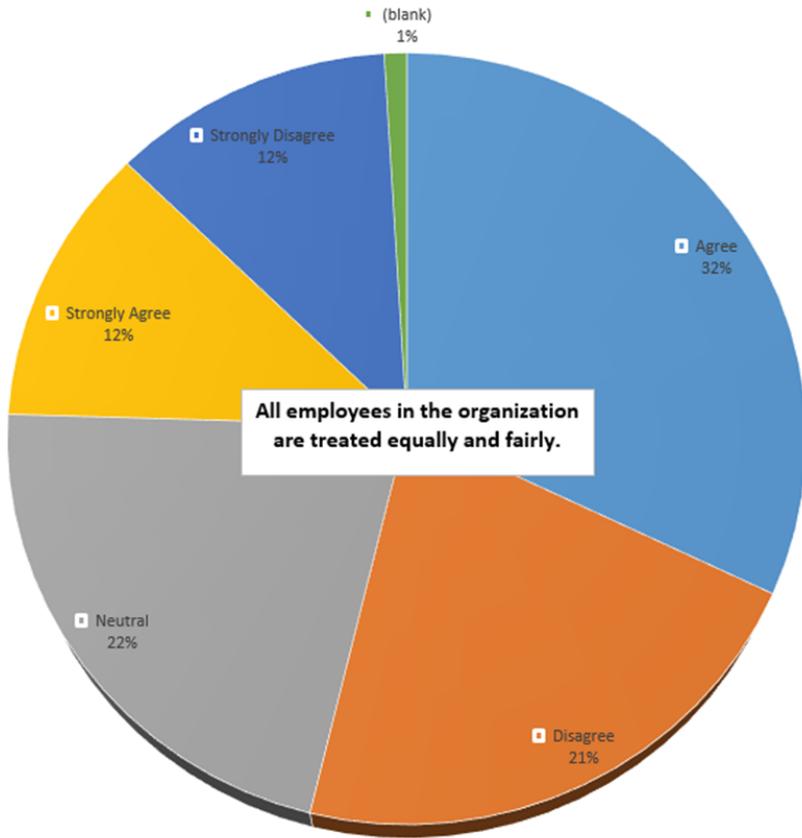
Tessa Byer
Phone: 864-656-5353
Email: tbyer@clermson.edu
Address: 201 West Cherry Road Seneca, SC, 29678.

DEI (continued from page #1) First Pie Charts –showing a survey question response



More charts on page #7

DEI (continued from page #1 & #6) Pie Charts –showing survey question responses



HAPPY BIRTHDAY!

September

9/2 Donald Bennett
 9/5 Tony Westbrooks
 9/6 Scott Feagan
 9/6 Anthony Harvey
 9/7 Karl Gates
 9/7 Tajon Jordan
 9/7 Mark Smith
 9/7 Daniel Springs
 9/8 Jeffery Trubey
 9/9 Olivia Wideman
 9/10 Michael Galloway
 9/10 John Charles
 9/10 Butch Fortner
 9/11 Dan Byers
 9/11 Pawel Zdeb
 9/12 Brian Davidson
 9/13 Shanna Dickson
 9/14 Clyde Sullivan
 9/14 Marcus Curry
 9/14 Dustin Thomson
 9/14 Mack Whitmire
 9/15 Craig Williamson
 9/17 Latasha Robinson
 9/19 Jerrad Ward
 9/20 Glenda Cotton
 9/20 Joo Hyun Shin
 9/21 Jacob Hollingsworth
 9/21 Megan Williamson
 9/22 Chris Kohler
 9/22 Michael Todd
 9/23 Kim Francis
 9/23 Angela Powell
 9/24 Brad Rogers
 9/26 Sandra Bradley
 9/26 Matthew Lawrence
 9/26 Kyle Schultz
 9/26 Roger Wiggins
 9/27 Ben Gajdalo
 9/27 Oscar Salazar
 9/29 John Gambrell
 9/29 Lornnell Lowrey
 9/30 Charles Brown

October

10/1 Julie Bills
 10/1 John Davis
 10/1 Steven Lanning
 10/1 Jermaine Smith
 10/1 Michael Smith
 10/2 Michael Fitzmaurice
 10/3 Ronald Stowers
 10/4 Snowil Lopes
 10/4 Braden Swaney
 10/6 Joey Dickard
 10/6 Melissa Roberts
 10/9 Coty Marcengill
 10/9 Steven Stovall
 10/10 Bradley Holladay
 10/12 Phillip Gilmour
 10/12 Matthew Hunter
 10/12 Billy Smith
 10/13 Joshua Austin
 10/13 Jarred Fleming
 10/13 Leigh Hurst
 10/13 Joy Moss
 10/14 Wayne Atkinson
 10/14 Larry Robinson
 10/15 Troy Griffis
 10/15 Rena Montgomery
 10/16 Gerald Vander Mey
 10/17 Joshua Ashley
 10/20 Al Cope
 10/21 David Alexander
 10/21 Brandon Thompson
 10/23 Donald Hazelett
 10/24 Mark McJunkin
 10/25 John Chorazak
 10/26 Roy Smith
 10/27 Allan Garrett
 10/29 Chris Miller
 10/31 Colleen Caracciolo
 10/31 Justin Thomas

November

11/1 Greg Gibbs
 11/4 James Ezell
 11/4 Jacob Morris
 11/4 Ty Parris
 11/5 Jonathan Reed
 11/6 Jimmy Herrera
 11/6 Corinthia Williams
 11/10 Zachary Cannon
 11/11 Damian Luman
 11/13 Barret Anderson
 11/13 William Weeks
 11/15 Jason Briggs
 11/15 Michelle Carroll
 11/16 Stella Garber
 11/16 Stanley Osowicki
 11/18 Addison Califf
 11/18 Tristan Oubre
 11/18 Jonathan Sturner
 11/19 Steven Pate
 11/21 Brazola Johnson
 11/22 Ken McIntyre
 11/24 Ian Lindsley
 11/25 Tommy Watt
 11/26 Thomas Davis
 11/26 Rodney McMahan
 11/27 Claudia Lowe
 11/29 Jayson Sanstrum
 11/30 Sandra Scott

December

12/2 Tommy Fallaw
 12/2 Kimberly Harper
 12/3 Claudia Johnson
 12/3 Michael Schoen
 12/4 Anthony Herrera
 12/4 Joseph Kassab
 12/4 Paul Minerva
 12/5 Ronald Hall
 12/5 Charles Hunter
 12/5 Bradley Justice
 12/6 Mark Wilson
 12/7 Eric Westcott
 12/7 Rachel Zeiders
 12/9 Sharon Hall
 12/10 Bill Fortenberry
 12/10 Jaime Haake
 12/12 Chason Beebe
 12/14 Timothy Evans
 12/14 Brad Felty
 12/14 Rose Reese
 12/15 Joseph Mize
 12/17 Lee Gowin
 12/18 Mark Albertson
 12/18 Kennon Burgess
 12/19 Daniel Blackwell
 12/19 Albert Drexler
 12/20 Anthony Coleman
 12/20 Dhruv Jain
 12/21 Melissa Morris
 12/21 Cody Price
 12/24 Joshua Kirchner
 12/26 Joseph Stapleton
 12/27 Shawn Duncan
 12/27 Melvin Smith
 12/28 Mark Lyles
 12/28 Kristen Price
 12/29 Stephen Baka
 12/29 Ray Turner
 12/30 John Howard
 12/31 Pamela Ahrens

