

Facilitator

MARCH 2022 – MAY 2022

Diversity, Equity, and Inclusion (DEI) Committee Update

University Facilities and the Diversity, Equity, and Inclusion Committee are dedicated to creating an inclusive work environment. We embrace and celebrate the unique experiences, perspectives, and cultural backgrounds that each employee brings to our workplace.

University Facilities strives to foster an environment where our employees feel respected, valued, and empowered, and our team members are at the forefront in helping promote and sustain an inclusive workplace.

The DEI Committee has continuously been working through last summer's climate survey. With that, you will soon see suggestion boxes placed around Facilities areas and shops. Employees will have the opportunity to give anonymous feedback and comments to the DEI Committee. There is also an anonymous online comment box that is available at:

<https://cufacilities.sites.clemson.edu/inclusion/>

The DEI Committee has been working to integrate new hiring committee interview questions. These questions will help our candidates see that we strive to have an inclusive work environment.

Here are a few reminders for Hiring Committee selections:

- Three to five members including the Hiring Manager
- At least one from the DEI Hiring Committee (**will be selected by Workforce Support**)
- At least one from outside the department
- Consider at least one customer

List of current DEI Hiring Committee members:

- Anthony Harvey
- Ashley Reynolds
- Benjamin Gajdalo
- Billy Bolger
- Brian Kauer
- Christopher Ruggles
- Claudia M Johnson
- David A Johnson
- Dennis G Holt
- Derek Keels
- Dhruv Jain
- Faith Christner
- Glenda Cotton
- Greg Telley
- Jayson H Sanstrum
- Jeff Baker

Continued -DEI Hiring Committee members:

- Kailash Munoth
- Keith Martin
- Kristen S Price
- Louis Lacio
- Oscar Salzar
- Ronald Stowers
- Samul White
- Sharea Heriot
- Stella Garber
- Stephanie Holder
- Tommy Fallaw
- Todd Barnette
- Tommi Jones
- Wanda Smith

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** The Workforce Support Team will work with you to appoint a DEI Committee member**

HAPPY BIRTHDAY!



June

6/1	Taneziah Hunter	6/5	Latricia Harris
6/1	Brian Kauer	6/5	Gregory Hudson
6/1	Kyle O'Kelley	6/5	Brandy Kelley
6/2	Dennis Nash	6/6	Stephen Richardson
6/2	Wanda Smith	6/7	Rachel Deal
6/2	Paramjit Talwar	6/8	Rick Boulanger
6/3	Teresa Estrich	6/8	Jacari Clark
6/3	Mildred Hudson	6/8	Jaqavious Clark
6/4	Keegan Bodiford	6/8	Harry Harritos
6/4	Whitney Cates	6/8	Dale Herron
6/5	Ethan Cobb	6/8	Ross Phillips
6/5	Michael Cunningham	6/8	Karen Westmoreland

Birthday's continued on page # 5



WELCOME

NEW TEAM MEMBERS



Lizzy Anast
Custodial/Recycling



William Dunham
Landscape Services



Anthony Herrera
Landscape Services



Pamela Jaques
Custodial/Recycling



Austin Johnson
Maintenance Services



Taylor Lusk
Maintenance Services



Karen Padgett
Maintenance Services



Jody Patterson
Residential Maintenance



Gary Pelfrey
Maintenance Services



Jeremy Purvine
Residential Maintenance



Kimberly Sanford
Custodial/Recycling



Megan Williamson
Residential Custodial

New Team Members without available photo's:

Elaine Bailey — Residential Custodial

Derek Bell — Custodial/Recycling

Jarrett Black — Maintenance Services

Miranda Blackburn — Residential Custodial

Markie Brueland — Residential Custodial

Jonathan Hall — Landscape Services

Mildred Hudson — Custodial/Recycling

Joshua Keasler — Maintenance Services

Harry Moore — Landscape Services

Timothy Spivey — Maintenance Services

Jeffrey Van Zandt — Maintenance Services

Christian Wyatt — Residential Custodial



Clemson Recycling and Sustainability

Home Field: Clemson University's Memorial Stadium

To view the original article, written by Michael Berick March 25, 2022 and published in The Business Download Online, go to: <https://thebusinessdownload.com/home-field-clemson-universitys-memorial-stadium/>

Subject: Chad Cobb Kudos

Sending a huge THANK YOU and KUDOS to Chad Cobb for his thoughtfulness and attention to detail!

Last week Chad did electrical work in the CATS building. He brought Maintenance Stores (Vicki) a material list and returned the next day to pick up the supplies. Chad did not use all the supplies during the project and returned the unused items to Maintenance Stores. Before returning the items, he took the supply receipt and detailed, on the receipt, the number of items returned.

His kindness and careful attention to detail is greatly appreciated!

Vicki Durham

Subject: Jay Kaufman Kudos

Good morning! My name is Bobby Roach and I work in Brackett Hall with the custodial department. Recently Jay Kaufman has been doing a lot of work in Brackett and it looks so much better. The fourth floor was almost in the dark and now it shines like a light house. A month or so ago I called in a light and was told it was put on hold because something had to be ordered. Jay went and got a ladder and changed that light without any hesitation! I don't normally say anything, but I felt this is something that shouldn't go unsaid.

I really appreciate everything Jay has done.

Bobby Roach



Faculty and Staff Discounts and Perks



Discounts and Perks

Among the many benefits of working at Clemson are the deals and discounts available to employees. Staff and faculty can take advantage of many of these perks simply by identifying yourself as a Clemson employee, which

may include showing your employee identification.

Check out these discounts by going to:

<https://www.clemson.edu/human-resources/tigers-at-work/employee-discounts.html>

Since 2015, the Clemson Tigers have been one of college football's best teams. They played four times in the NCAA championship game, winning the title twice. Over those same years, Clemson has been a champion at the GameDay Recycling Challenge, winning the national competition in 2014 and 2018 while tying for the top spot in 2017 (and finishing first in the Total Recycling category). Additionally, Clemson finished second in the Challenge in 2015 and 2016. A look at the numbers reveals the positive effect resulting from GameDay participation. Clemson recycled more than 123,000 pounds of materials during the 2013 football season and collected over 60,000 pounds of recycled material for the 2014 GameDay game alone. The 2013 season's recycling total was entirely eclipsed by the 2018 GameDay Challenge recycling numbers.

However, Memorial Stadium's successful recycling campaign really got jump-started in 2009 through a partnership with Coca-Cola, when the company donated 100 recycling bins, which were situated around the campus parking lots.

To encourage recycling, a contest offered fans the opportunity to win gift cards if they were filmed putting bottles or cans into a bin (made from recycled Coke syrup containers). During the 2010's, the recycling campaign continued

to improve, with the Stadium's diversion rate rising from 20% in 2011 to 52% in 2016.

Volunteers have played a vital role in the stadium's recycling success. Clad in neon yellow shirts, they hand out green recycling bags to fans during tailgating time and collect trash bags and recyclables after games. Dave VanDeventer, Clemson's recycling manager, has high praise for the Tigers' fans. "Clemson fans are great because they clean things up. When they're done with their tailgate, they organize things in a way that when we come by, it's easy to tell what's recycling and what's trash," Dave said.

Solid Green (a name inspired by Clemson's Solid Orange spirit campaign) started as an anti-litter group, but now it is the term generally used for Clemson's sustainability efforts. The annual Solid Green Day was first held in 2006 as a campus clean-up following Homecoming Weekend, but it has grown. Meanwhile, Solid Green Day in 2021 included a Sustainability Fair that involved campus environmental groups and local like-minded organizations. "Solid Green Day is an opportunity to help make Clemson greener as we learn and engage together," said Marcus Curry, Solid Green Committee chair.

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CONGRATULATIONS

Retirees



Paul Borick
Capital Projects
7/1/22



Michael Parker
Capital Projects
4/1/22



Rose Reese
Residential Custodial
5/12/22



Jay Whitmire
Utilities
5/31/22

We Wish You Many Happy Years!

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, 656-4604 or collec@clemsun.edu

Support Services Spotlight—The Support Center Team



Chris Miller



Courtney Wald



Shawn Johnson



Denise Sanders



Pam Sanders

The Support Center (Dispatch) represents University Facilities as the front-line point of contact for all incoming customer communication as well as initiating the workflow process for the department. Their mission is to reliably serve our campus professionally and efficiently while prioritizing a customer-focused approach at every level of operations.

The Support Center provides 24/7 live customer support with onsite staff members at the Klugh office weekdays during 1st and 2nd shifts and the new University Facilities Complex during 1st. Aside from customer communications, creating work orders, and managing a campus-wide Master Key inventory made up of almost 800 sets, the Support Center is also responsible for a wide range of behind-the-scenes operational functions. For example, this team also coordinates Facilities support for approx. 100 special events on campus each year including Homecoming, the International Festival, and Graduation ceremonies just to name a few.

How many work orders are generated by the Support Center staff? On average, since merging with Housing & Dining, the team creates approx. 4,500 work orders each month for a staggering total of 54,000 per year!



HAPPY BIRTHDAY!



June Continued:

6/9 Kathy McAlister
 6/9 Waco Woods
 6/11 Joanne Curry
 6/13 Taneisha Watt
 6/14 Joshua Brown
 6/14 Carolyn Keese
 6/14 Jacob Kiser
 6/14 Mick Perry
 6/15 Robert Williams
 6/16 Danny Lamb
 6/16 Clifford Leslie
 6/17 Ward Mitchell
 6/17 Juliette Woodberry
 6/19 Josh Dubose
 6/19 Will Gleaton
 6/19 Yolanda Wallace
 6/20 Mac Bevell
 6/20 Clint Conner
 6/20 Denise Sanders
 6/22 Ashley Byers
 6/22 Tiesha Dawson
 6/22 Teresa Hicks
 6/22 Darrell Starnes
 6/22 Esteban Uzarraga
 6/23 Lee Cremer
 6/24 Shawn Johnson
 6/26 Thomas Edger
 6/27 Jonathan Hall
 6/28 Cameron Carithers
 6/28 Mike Neatherlin
 6/29 Cheryl Cantoni
 6/29 Pedro Martinez
 6/30 Michael Clardy
 6/30 Brandi Moser
 6/30 Emily Preston
 6/30 Patrick Weaver
 6/30 Stephen Westbury

July

7/1 Jaime Cintron
 7/1 Christian Hansen
 7/1 Gregory Weitz
 7/3 Theron Brackett
 7/3 David Garrett
 7/3 Marissa Hunter

July Continued:

7/4 Scott Gibson
 7/4 Tony Putnam
 7/4 CJ Silvers
 7/5 Joshua Keasler
 7/6 Edwin Jovel
 7/6 Lora Martin
 7/7 Jeff Petric
 7/8 William Patterson
 7/9 Christopher Kennedy
 7/10 Keith Johnson
 7/10 Rusty McDonald
 7/11 Todd Barnette
 7/11 Steven Dubose
 7/12 Emily Freeman
 7/13 Fredricka Dawson
 7/13 Martin Rogers
 7/13 Bethany Venables
 7/14 Matthew Phaturos
 7/15 Harry Thomas
 7/16 Jay Kaufman
 7/16 Michael McCallister
 7/17 Russell Langston
 7/18 Fleshia Davis
 7/18 Vickie Reams
 7/19 Rohit Sai Kiran Gadde
 7/19 Susan Hanna
 7/19 Sunny Lawrence
 7/21 Tammi Burdette
 7/21 Matthew Garrison
 7/21 David Vandeventer
 7/22 Pat Crowther
 7/22 Kimberly Sanford
 7/22 Michael Parker
 7/23 Stephen Duncan
 7/23 Matthew Holbrooks
 7/23 Thomas Jones
 7/23 Edgar Soto
 7/24 Miranda Chastain
 7/24 James Snider
 7/25 Kevin Pruitt
 7/25 Stephen Swafford
 7/26 Collin Abderhalden
 7/26 Doris Jones
 7/26 Thomas Suttles
 7/26 Val Wilder
 7/27 Jessica Justus

July Continued:

7/27 Sandra McCurry
 7/28 Alexandra Gordon
 7/28 Kevin Smith
 7/28 Alberta Tate
 7/28 Jardell White
 7/29 Katherine Daily
 7/30 Attrail Hawthorne
 7/30 Daniel O'Donnell

August:

8/1 Dylan Blackwell
 8/1 Gary Hooper
 8/5 Gloria Holland
 8/5 Angela Lewis
 8/6 Courtney Wald
 8/7 Stephanie Holder
 8/8 Beyonka Oglesby
 8/9 Ronnel Butler
 8/10 Brian Bolton
 8/11 Haley Cox
 8/11 Janet Greenlee
 8/11 Rod Holcombe
 8/12 Randy Medlin
 8/13 Brenda Carson
 8/14 David Taylor
 8/15 Travis Boiter
 8/15 Marie Thomas
 8/16 Susan Bedell
 8/18 Linda McCallum
 8/19 Ronnie Garland
 8/19 Larry Miller
 8/19 Brittany Richardson
 8/22 Howard Holland
 8/22 Kevin McDonough
 8/22 Russell Nichols
 8/22 Barry Spencer
 8/24 Roger Copeland
 8/25 Benjamin Benson
 8/25 Larry Kuhn
 8/25 Arturo Sanchez
 8/26 Tevin Bell
 8/26 Mark Hudson
 8/26 Annie Peppers
 8/27 John McEntire
 8/28 Ruby Richardson

August Continued:

8/31 Joyce Clark
 8/31 Tommi Jones
 8/31 Barry Mize

September

9/2 Donald Bennett
 9/2 Rickey Campbell
 9/4 Christopher Wright
 9/5 Mark Grimm
 9/5 Tony Westbrooks
 9/6 Scott Feagan
 9/6 Anthony Harvey
 9/7 Kendall Copeland
 9/7 Mark Smith
 9/7 Daniel Springs
 9/10 John Charles
 9/10 Butch Fortner
 9/10 Michael Galloway
 9/11 Pawel Zdeb
 9/12 Brian Davidson
 9/12 Taylor Lusk
 9/13 Shanna Dickson
 9/14 Felix Finklea
 9/14 Dustin Thomson
 9/14 Mack Whitmire
 9/15 Craig Williamson
 9/18 Randy Littrell
 9/19 Daryl Mouring
 9/19 Jerrad Ward
 9/20 Glenda Cotton
 9/21 Megan Williamson
 9/22 Chris Kohler
 9/22 Michael Todd
 9/23 James Johnson
 9/23 Angela Powell
 9/24 Brad Rogers
 9/26 Sandra Bradley
 9/26 Roger Wiggins
 9/27 Richard Bond
 9/27 Benjamin Gajdalo
 9/27 Oscar Salazar
 9/29 John Gambrell
 9/29 Christina Hudders
 9/30 Anna Benson
 9/30 Boutsharday Coley

Clemson Recycling and Sustainability Recognition

Continued From Page #3:

The 2021 event also was part of a month-long initiative, which featured the Mascot Recycling Challenge (a plastic bottle recycling competition where Clemson competed against other universities in the Carolinas) and the Your Bottle Means Jobs campaign (a regional effort to remind the public about the importance of plastic bottle recycling.)

Upgrading the sustainability situation of its sports facilities has also been the focus of Clemson's attention. A 2015 Memorial Stadium renovation included the installation of VRV (Variable Refrigerant Technology) systems. By serving luxury suites, press areas, and coaches' boxes, VRVs significantly increase energy efficiency because of their very precise climate control capabilities and deliver heating and cooling simultaneously inside a building. This is important since South Carolina weather during football varies considerably. VRV also has the valuable ability to recover heat in one area and utilize it in another.

In 2018, the university earned a Silver LEED certification from the US Green Building Council for its new Reeves Football Complex and renovated indoor practice facility. The project team was able to divert 86% of the construction waste. Installation of state-of-the-art plumbing and electrical systems achieved a reduction of nearly 40% of potable water consumption and over a 25% drop in energy use compared to 1992 baselines. Furthermore, the Athletic Department works with Clemson's Grounds Staff to recycle grass clippings and repurpose sod removed from football practice fields for use on intramural fields.

Clemson's new Tennis Center was built with numerous sustainable features. Recycled materials were used in the building's construction, and it was built on an east/west axis to maximize natural sunlight. The facility also contains insulated metal panels that are easy to recycle, LCD lighting, and drought-resistant landscaping. These pro-environment elements earned the Tennis Center two Green Globes certifications from the Green Building Initiative. This achievement stated the University Facilities project manager Tommi Jones, "demonstrates (Clemson's) commitment to best practices in sustainable design, construction, and operations."

Clemson's Soccer Operations Complex also garnered a pair of Green Globe certifications. The Complex, which opened in 2020, earned this double honor for its responsible use of materials, energy and water conservation, ecological stewardships, and providing a healthy indoor environment for those using the facility. "This level of sustainability is an outstanding accomplishment and you can be proud of the design and construction of this facility," asserted L.L. "Buddy" Humphries, the engineer who recommended the Complex to the Green Building Initiative.

These green buildings fit in with Clemson's Sustainable Building Policy. Established in 2004, it stated new and extensively renovated buildings needed to meet LEED Silver standards.

Clemson now boasts 21 LEED-certified buildings, and eight of those are Gold LEEDs.

Additionally, Clemson is home to the Lee Hall III building, which contains 42 geothermal wells and has been described as one of America's most sustainable buildings.

The university's commitment to sustainability stretches back to its early days when the school helped pioneer the teaching of sustainable agricultural practices, and this commitment will undoubtedly continue to stretch into the future.

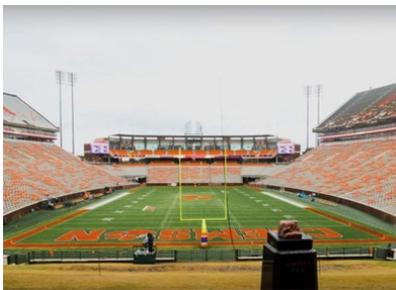


Photo Courtesy Clemson Tigers



Photo Courtesy Connor Witt

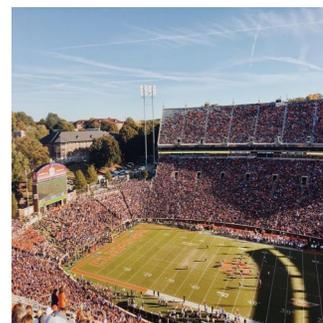


Photo Credit: Erin Doering