DEI Committee Updates:

The DEI Committee has been analyzing the enormous amount of information that was received via the survey conducted over the summer. In addition, the Facilities Leadership Team has also been reviewing the anonymous information to better understand the underlying benefits and issues seen daily within our units and felt by our staff.

As with any survey there are always positive and negative comments. Our overall positive comments are the work/life benefits that are offered as a state employee:

- Leave benefits
- Variety of work available
- Retirement benefits
- Work relationships built within departments

Although no one wishes to hear that there are negatives, we understand that these comments can help us to improve our environment. Some of the largest disadvantages mentioned were:

- Wages for positions as a state employee
- No clear career path
- Overall lack of appreciation from different areas on campus

As we continue the task of shifting our culture to ensure diversity, equity, and inclusion within our own units we look to find the lowest hanging fruit to begin these changes. These comments show that providing staff members with knowledge, access, and support to seek out educational or training opportunities at the University is invaluable.

- Facilities offers both an Internal Internship Program and an Apprenticeship Program
- We are working on a new Facilities Leadership Development Program, which is coming in 2022
- Clemson employees can take free University classes (up to 6 credit hours per semester)

Communication is key to everyone’s future success. We want to ensure that everyone is continuously aware of open opportunities at each level within Facilities, so we are now communicating all our open positions. This not only allows everyone the opportunity to see positions for growth within our units, but also provides us information on helping friends, neighbors, and others around us know of positions available. A career progression program is currently being developed and more information will be coming in the future.

The DEI Committee will share with you our takeaways from the information that we are analyzing from the survey, insights that are shared with the Leadership team, and most importantly, changes to our culture in Facilities that will benefit everyone.

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@clemson.edu
Colleen
colleec@clemson.edu
Courtney
ckirby2@clemson.edu
New Hires

New Student Employees:
- Karli King - Utilities
- Rohit Sai Kiran Gadde - Utilities

New Hires without photo’s:
- Gerry Benton Little - Res Custodial
- Joshua West - Utilities

Retirees:
- Travis Cleveland (no picture available) - Res Custodial
- Dennis Driscoll - Maintenance
- Keith Gates - Utilities
- Mark Whitmire - Utilities

We Wish You Many Happy Years!
Subject: Jacob Kiser - Outstanding Customer Service
Outstanding customer service!!! Jacob (Kiser) was incredibly helpful retrieving the boxes from the cardboard recycle bin. The boxes were instrumental in filing a claim with a furniture company that sent damaged tables. When I arrived at Kite Hill, the boxes had been pulled from the recycle bin and waiting for me to pick up! WOW!! The service was over and above anything I expected, and it was done expeditiously!! Forever grateful!
Best,
Connie Robinson
Administrative Coordinator to the Associate Dean For Research and Academic Affairs

Subject: Kudos - Bret McCarley
Todd, I know we are not in the business to congratulate each other in Facilities, but we had our planned power outage at the Child Development Center over the weekend to install the new emergency generator - the contractor encountered some challenging issues, and I would like to express thanks to Bret McCarley - we would not have been able to restore power last evening without Bret’s assistance.

Not restoring power would have resulted in the Center having to cancel use of the building today, which would not have been pretty.

J. Pat Croother, P.E.
Project Manager

Subject: Kudos—Joey Dickard
Just wanted to send a note to let you know that Joey Dickard has done an amazing job with coordinating, assisting, and handling the move from Holtzendorf to Sirrine for the ESED group. We ran into problems with vendors and electricity. Joey stuck by us and has gone beyond the call of duty since August to make this move. I appreciate all he has done and his quick response times. We are lucky to have Joey working with us at ESED and Clemson University. Thank you, Joey!

Paige Zoltewicz, MHRD
Office Manager
College of Engineering, Computing and Applied Sciences

Subject: Crisis Averted—Kudos to Mark Whitmire and Jon Sturner
I want to give credit & praise to 2 of your great employees.

You may have heard, Saturday (9/18/21) about 3 hours before kickoff – our plumber, Mitch Ryals discovered a water pressure problem in the south stands of Memorial Stadium.

This problem would have more than likely made it necessary to shut down the south lower restrooms – you can imagine what a popular move that would have been.

Mitch contacted Robbie Phillips, Robbie contacted Mark Whitmire & Jon Sturner – who quickly made their way to the South Stands.

Mark & Jon, along with Robbie & Mitch evaluated the issue and made repairs moments before the gates open.

Very knowledgeable guys with a great attitudes – really appreciate their help!!!

Sincerely,
Gary Wade

Subject: Tim Evans - Maintenance / Facilities Appreciation
I am a second-year graduate student in the M.Ed. Counselor Education program, and I want to pass along a message about one of your staff members in facilities, Tim Evans. Tim resolved a flooding issue that arose last night around 11:45pm in my on-campus apartment, Calhoun Courts. Tim responded quickly after I called, and he exhibited excellent customer relation skills. He cleaned up after and ensured that all my needs were met before he left. Please give Tim my regards and know that you have an excellent staff member!

Take care,
Christopher Spellman | Graduate Assistant for Learning & Development

Kudos Rick Boulanger—from CU OES (published in their newsletter):
This month OES would like to recognize Rick Boulanger from Landscaping. For years Rick has been the safety contact and takes immediate action with any safety issues. He is also one that thinks ahead with any new or non routine tasks and never hesitates to contact OES if he has any questions. Rick is also very prompt with his response to requests and willingness to cooperate. A recent example of this is the noise monitoring that was conducted throughout the various landscape job activities to evaluate noise levels while employees used various types of landscape equipment. Working with Jordanna Longo of OES, noise monitoring was conducted to confirm that the employees should continue to be in the Hearing Conservation Program. Stickers with decibel readings were placed on each of the pieces of equipment to remind employees to wear their hearing protection. Thank you Rick for your continued support of OES and making safety a priority.

Thanks again for all that you do for safety and the CU community. OES is glad that you are part of the team and you are an integral part of the success of communicating safety across the CU Community.
Facilities Appreciation Day -
Football Ticket Winners Announced!

The recent Facilities Appreciation Day, sponsored by Staff Senate, included a drawing for tickets to the upcoming Clemson vs. Connecticut football game. The winners have been announced! Each staff member received two tickets to the game.

- Donald Bennett (Right)
- Ed Burton, Jr. (Far Right)
- Shanna Dickson (Below 1st Row—Left)
- Taylor Foster (Below 1st Row—Center)
- Ronald Hall (Below 1st Row—Right)
- Melissa Roberts (Below 2nd Row—Left)
- Edna Sims (Below 2nd Row—Center)
- Mary Whitner (Below 2nd Row—Right)

Staff Senate representatives Christine Babb and Jake Anderson notified each winner in person. The winners were surprised and grateful for the award.
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
colleec@clemson.edu
656-4604

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**December**

12/2  Tommy Fallaw
12/2  Kimberly Harper
12/3  Claudia Johnson
12/3  Michael Schoen
12/3  Lee Tessnear
12/4  Anthony Herrera
12/4  Joseph Cassab
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
12/9  Joshua West
12/10  Bill Fortenberry
12/10  Jaime Haake
12/12  Chason Beebe
12/14  Timothy Evans
12/14  Brad Felty
12/14  Rose Rees
12/15  Noah Lindsey
12/15  Joseph Mize
12/17  Lee Gowin
12/18  Mark Albertson
12/18  Kennon Burgess
12/19  Daniel Blackwell
12/19  Albert Drexl
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

**January**

Richard Cox
David Johnson
Ryan Phillips
Christie Snider
James Crunkleton
Steve Brooks
Yvonne Fruster
Alex McMahan
Orenthia Smith
Matthew Jones
Michael Blackwell
Michael Hollman
Karli King
Richard Cox
Michael Owens
April Ethridge
William Caines
James Dillard
Lan Mauldin
Frances Walker
Larry Wilbanks
Martha Weidendorf
Tim Littleton
Richard Pelot
Sam White
Katrina Gambrell
Eric Hand
Cynthia Case

**February**

Timothy Hendrix
Pete Knudsen
Matthew Sloop
Sarah Canady
James Nichols
Noah Phillips
Stephen Thomsen
Adam Justice
Krystal Crowe
Rachel Galloway
Stephen Gillam
Faith Christner
Brenda Nix
Rigo Cruz
Joshua Richardson
Robert Briggs
Bradley Erickson
Mary Holland
Jimmy Jones
Greg Talley
Stuart Cox

**March**

Evan Anderson
Andy Boyd
Mark Hester
John Morgan
Justin Williamson

**March Continued**

Larry Helms
Maurice Grant
Janet Green
Willie Todd Scott
Gregory Lawrence
Joe Deshon
Sherry Newton
Lititia Heriot
Jennifer Wood
Christopher Addis
Lisa McElveen
John Buffington
Lan Zhi Chen
Kenneth Boyter
Derek Keels
Daniel McNulty
Allen McLane
Charles Wardlaw
John Lewis
Deborah Walker
Phillip Addington
Christopher Fleischer
Wesley Smith
Lyndsey Cotton
Lois Hallums
Candice Jerde
Joshua Swords
Tim Dantz
Francis Randall
Kimberly Bennett
Jamal Stowers
Roger Cobb
Eric Holder
Keith Martin
Herb Parham
Odene Bush
Emily Mattson
Ketaki Bhave
Drew Alexander
William White
Betty Alexander
Kelsey Baldwin
Blake Holder
Dwight Watson
Facilities Christmas Holiday Lunch

McAlister Dining Hall
Tuesday, Dec. 14, 2021
11:00am – 1:00pm

Unfortunately, we do not have raffle prizes this year

Team Area/Door Decorating Contest

Holiday door decorating is BACK...with a twist!

If you enjoy decorating...gather a group of team members and decorate an area or door.

3 Doors/Areas will be recognized for:
Most original
Most traditional
Most Creative

Please have decorations up by Thursday, December 16th.

Here are three decorations from previous years