



FP&M NEWSLETTER

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Upcoming Special Dates:

November 26.....	Legal Holiday
November 27.....	Furlough Day
December 24 and 25.....	Legal Holiday
December 28.....	Furlough Day
December 31.....	Legal Holiday

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Behind the Scenes Heroes of UWM During the Pandemic—Anonymous

Since March, COVID-19 management & testing has been at the forefront of operations efforts at UWM. Faculty, staff, and students hear and read so much about the actions that UWM is taking to protect our UWM community, and "we" at UWM are being recognized by State and Federal government agencies for our level of preparation and service. Many people - even in FPM - don't realize how many people are really involved in the "we" that makes UWM successful. Greatness occurs every day, with many FPM staff stepping up, exceeding expectations, and going beyond their job descriptions without hesitation. The "COVID team" that has informal-

ly developed in Facility Services, with the help of Sustainability staff, deals with daily task and direction changes and spur of the moment decisions, with no complaints and awesome attitudes.

Adrian Robar and Stu Fiets from the Sustainability and Recycling program delivered PPE and supplies to facilitate de-

partmental openings for all UWM locations, on-campus and off. They also made most of the deliveries to the COVID-19 testing sites, including the branch campuses, while still performing their regular tasks in a timely fashion.

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Surplus Manager Andrew Avery Johnson just "figures it out" no matter what is thrown on his plate, including supporting the Carpenters with fabrication work and delivering hand sanitizer stands and PPE materials to all campus buildings.



FPM's Carpentry Staff was responsible for the design, construction and deployment of hand sanitizer stands across campus. The 'soldiers' were an ingenious invention by Roger Wolf and Eric Kozak, with Mark Lewandowski and Jerome Koss providing fabrication and painting services. Charlie Bootz assisted in delivery and setup of these critical devices in campus buildings.

Roger and Eric also supplied campus with life-saving Plexiglas shields, working through the sunny weekends of August to have everything ready a few days before classes began.



As the managers of PPE and supplies for the campus, Bryant 'T' Ellis (Stores) took on a new responsibility managing a PPE dedicated warehouse, in addition to his regular duties managing Trades' material orders.

Due to the low availability of disinfectants (and a world shortage of triggers for spray bottles), we couldn't prepare the boxes of safety products for classrooms until the day before classes started. More teamwork - the PPE team joined together to put all of the products in 100 "kits" on Friday before classes.

Environmental Services took on additional duties to maintain availability of the disinfectants and sanitizers required all around campus while also managing the additional COVID-related disinfection and deep cleaning processes for public and classroom spaces.

Deliveries for all 6 of the UWM managed C-19 Rapid-Results testing sites funnel through the USRB dock. Despite the constant management challenge for everyone receiving these packages, staff in Stores and the Mailroom take it in stride and have been able to meet the needs of the requestors with lightning speed!

As mentioned in the previous newsletter, mail services have not missed a day since the COVID-19 crisis began, handling the day-to-day changes in occupancy on campus seamlessly. They also assist with PPE and supplies as urgent (and unpredictable) needs arise.

In the last few weeks of Summer, departments were opening randomly as the Building Preparedness Committee approved building reopening plans. Steve Wilke and Fernando Garcia were responsible for moving all the lobby furniture out of common areas to avoid close contacts

Through all of the pressure and stress of this period, I have only heard positive things about how Facilities and all affiliated with this work has handled the crisis with efficiency and kindness. People are amazed at the positive attitudes and friendly way they have been treated as we calmly flex to meet UWM's ever-changing needs.



There is no doubt in my mind that a giant portion of the success of our campus re-opening was because of the incredible efforts and positive attitudes of Facilities Services and Office of Sustainability staff. Please recognize them if you ever have the chance.

Autumn Photo Contest Winners

Best Costumes

Brian Harness, Environmental Services



Best Yard/Home Decor

Dean Allen, Facilities Services



Best Pumpkin Carving

Lauren Groh, Facilities Services



2020 Outstanding Service Award Winners

Each year, our peers from across campus nominate employees who go above and beyond the call of duty in their service to UW-Milwaukee. The awards are highly competitive and only those who provide the highest levels of service are considered. This year, two of our colleagues in Facilities Planning & Management were selected by review committees to receive recognition for their amazing efforts and contributions. We sat down with them to learn and share a bit about what motivates them and the reward they find in their roles.

Interview: Ora Vaughn, Transportation Services

by Geoff Hurtado

What is your job in Transportation Services?

I am, officially, a Security Officer.

What does that entail?

I maintain proper parking structure in our lots and garages. My main duties are as a parking checker who enforces UWM's parking regulations and makes sure that everyone pays for parking while their vehicles are parked on campus. Because I am travelling across campus and going to all of our parking lots and garages, I also provide security services by watching what is happening in the lots and garages so people can feel their vehicles won't be vandalized and that they will be safe.

During a normal summer when College for Kids is in session for in-person classes, I help with the drop off and pick up services to help keep the children safe. [Editor's note,

Ora was strongly supported in the award process by people involved in the College for Kids program who gave her glowing reviews and high praise for her work keeping the kids safe. While we can never be certain, it is a safe bet that this kind of praise catapulted her into the award.

Now, that UWM has switched to a highly automated system for parking fees part of my job is becoming more involved with maintenance and minor repairs to the parking kiosks

I can see the comfort in providing security services but Parking Checker sounds like an unpopular job.

No, not really. A lot of people greet me with a smile and are happy to see me as I travel around and it's not only because I give them comfort knowing someone is watching over their vehicles and for their safety but because when people pay for a parking permit, they expect to find a place to park when they come to cam-



pus. The only people that get angry at me are those that are violating UWM's parking regulations.

Have you ever been involved in a situation involving conflicts between people?

Yes. There have been a few situations where I had to get involved to de-escalate the conflict and a very few others where I had to call the UWMPD to intervene.

Can you tell our FPM readers a little bit about yourself?

I was born and raised in Milwaukee and am a proud graduate of James Madison High School and MATC where I earned an Associate's degree in Human Services. I worked for a few years at the In-House Correctional Services Program, where I monitored inmates in the Transitional Living Program, "some people know it as house arrest". I am happy to say that helped many inmates stay out of prison and become productive citizens in society. I came to UWM in 2003 and have been here ever since. I have served under four Directors including Jim Marsho, Claude Schuttey, Nelson Ogbuagu and Prasanna Nanda.

I have two grown sons ages 32 and 38 and 6 grandchildren. Before the pandemic everyone would come to my house for Sunday dinner. I still cook Sunday dinners but for now they pick up and drive off.

I have lived in my home for over 30 years. I guess you can say I don't like to move around very much.

What do you like about working at UWM?

I enjoy the engagement of people and students and seeing them smile when I go by.

Is there anything you'd like to share with our FPM readers?

UWM's parking operation is a vital program on campus and functions only by the support of the campus and community.

Interview: Andrew Avery-Johnson, UWM Surplus

What is your job in the Office of Sustainability?

I am the Surplus manager and responsible for the disposition of surplus material.

What does your typical day look like?

Any material a department no longer has need for will come to Surplus. It is my responsibility to determine whether there is continuing value in that material for the university, and if there is, to maximize the extraction of that value. That value extraction can be in the form of re-distribution of the material to other UWM entities, donation to other non-profits, through sale to the public via auction or direct sale, or ultimately selling for



scrap value. I also ensure that hazardous waste materials are disposed of properly. We also collaborate with other State institutions such as Department of Administration, UW-System, the Historical Society, and the DNR to ensure we are not wasting the value of the resources we have.

What is the most interesting item you've received in Surplus?

One item was a [Hinman collator](#), which is an optical device used to overlay two images pulled from manuscripts using mirrors and lights, allowing one to observe the differences in handwriting. Ours ended up going to Carnegie Melon University where it is not only on display but also in use by researchers validating Shakespearean works.

Can you tell our FPM readers a little bit about yourself?

I grew up in Madison, Wisconsin and have a BA in Cultural Anthropology from Madison. I live in Milwaukee with my two cats and enjoy spending my free time camping, canoeing and rock climbing.



What do you enjoy about working at UWM?

I cannot say enough good things about the team I get to work with. Not only in my own department, but across campus. One of the things I was recognized for in the Service Award was the Covid-19 computer sale. I was only the last element of a process that included a lot of people. Seeing the dedication and hard work submitted across multiple departments to help our students was amazing. But I see this daily with many UWM employees across campus who work so incredibly hard.

Did You Know??

The Animal Care staff comes in every day to care for the animals on campus. Kudos to these essential staff heroes for their dedication through the pandemic!

Research Animal Technician
Ashley



Student
Ellie



Student
Autumn



Student
Reece



Update from Fair Expectations, Respect, and Inclusion Working Group

Leah Stoiber

The Fair Expectations, Respect, and Inclusion Working Group has been on the lookout for resources to promote diversity and inclusion in the workplace. The recent article [Is It a Microaggression?](#) provides a brief explanation of microaggressions and how to avoid them. A microaggression is an indirect, subtle comment or action that communicates negative beliefs, bias, or discrimination. Individuals from groups that have been historically marginalized (due to their race, ethnicity, gender, sexual orientation, disability status, etc.) may receive microaggressions over and over.



The article provides helpful tips for how NOT to make a microaggression. A microaggression may be unintentional. We might not realize that something we said or did was hurtful to that person. The authors recommend that we stop and think before we tell a joke or make a comment about a different cultural or social group. By becoming more aware of the language we use, each of us has the power to contribute to a welcoming and positive work climate.

Please feel free to read this short article to learn more ways to identify and prevent microaggressions. We hope this resource is helpful to you!

Anderson, M.R., & Young, K.S. (2020, August 18). *Is It a Microaggression?* Academic Impressions. <https://www.academicimpressions.com/blog/is-it-a-microaggression/>

The Fair Expectations Working Group current members include Brian Harness, Jennifer Herriges, Leah Stoiber, and Karen Wolfert.

We Want Your Feedback and Ideas!

Provide feedback at: <https://uwm.edu/facilities-planning-and-management/contact/>

Want to feature something in the next quarterly newsletter? Send your ideas, comments, and/or suggestions to: fpm-newsletter@uwm.edu. Thank you!