

Facilities Management News



From the Associate Director

I can say that Team FM is doing a lot of things right. The start of this school year was very smooth. There's a reason for that. It's a hefty job for our team to have JMU's campus ready for almost 26,000 students, faculty and staff to spend most of their days, evenings, and weekends here for about the next nine months. There was some scrambling and a few scary moments, like when a water main decided to bust. Some of us may have felt like we just didn't know what other kinds of last-minute problems might jump out at us. Boo! Some scares we just don't want. But Team FM, you gave JMU a "treat." Honestly, no trick here. I think Team FM did a first rate job with this year's preparations for the new academic year! Congratulations on a job well done.

Rodney Lam

"A man is worked upon by what he works on. He may carve out his circumstances, but his circumstances will carve him out as well."

— Frederick Douglass



By now, everyone has probably taken their September **safety training**, **Job Hazard Analysis** and **Universal Waste Management** at <https://jmu.inclassnow.com> where FM staff can log in with their JMU ID and password. Once in the training site, "InClassNow," select the training that is due in October, **Campus Fire Safety**. Computers are available in USB and Annex breakrooms. See your supervisor or email: thompshh@jmu.edu if you need help. Learn at your own pace using these easy to understand, interactive online workplace training modules.

October 2019

- Oct 1—[Wellness Fair](#)-Flu Shots, Blood Drive
- Oct 2—[Connections Day](#) For New Staff
- Oct 12—[Family Weekend](#)/Home Football
- Oct 18—[Employee Service Awards Breakfast](#)
- Oct 25-27—[Homecoming](#)/Home Football
- Oct 30—[Retirement Fair](#) Plan Now- Live Well Then
- Oct 31—Trick or Treat—Enjoy A Safe Holiday

If you didn't already last month, Like us
For FM news and info!



Homer Janice Whetzel Always proud of the FM employees who work so hard to make JMU such a great place for the students and staff.

In this issue... There's nothing, absolutely nothing scary here—nothing to be spooked about at all!

Read more, next page...

FM is Driving Safe!

We all need to know that JMU requires everyone to use seatbelts whenever driving and riding in state vehicles! Basically, if you're driving *any kind of JMU vehicle*, if it has a seatbelt... **use it!** AND make sure passengers buckle up whenever you are the driver of a JMU vehicle on campus or away. Check out the [JMU policy](#), and scroll down to "6.6.8 Safety." Also, maybe you didn't know that it's Virginia law, not only that drivers must use a seatbelt, but if a driver has someone else in their vehicle who doesn't want to wear a seatbelt, the driver could be responsible! Excuses for not buckling up *that a driver might hear*:

- Passengers may claim that they're safe unbelted in the back seat. *Not true!*
- Or they might say they're safe unbelted because of the size of the truck or large SUV. *Also not true!*
- Or they may say they'll be safe unbelted because the trip is only a short distance. *Distance does not matter!*

As well, a chilling thought... [workers comp](#) and some life insurance may not cover injuries or pay full death benefits for crashes *when seatbelts were not worn*. You see, *injury or death was preventable by wearing a seatbelt*. Click for more seat belt info here: [Virginia DMV](#).

Don't let that spook you. It's reassuring to know that JMU's life insurance offers a **10% added benefit for covered full time employees for being belted**. Visit here for [JMU's life insurance info](#) - then click Safety Belt Benefit! FM leaders want our team to drive safe. Using seat belts every time, every trip, is Facilities Management's and JMU's policy. So stay safe and always use a seatbelt!

Jason Skelton and Tim Price were awarded for being **Caught in the Act** switching out closet doors that were hard to use with new lightweight, maneuverable new doors *without interruption to the staff* who use the closet. **Nicky Workman, Kevin Dinges, and Clint Simmons** were awarded for uncomplainingly working a Sunday afternoon through the night to repair a broken underground water main. **Your hard work and dedication is noticed and appreciated! JOB WELL DONE!**

Picture at Right, Richard Fletcher,
the new Executive Director of
Facilities and Construction



Listen... Learn... Lead!

***The Places You'll Grow! Review
and Information Session Wed,
2 Oct 2019, 9:00 - 10:00 AM***

This is an info session for those looking for a way to grow their skills or to take a career to the next level. Join Talent Development to learn more about this leadership certificate program. Whether just starting out or for seasoned professionals, there are workshops and certificate programs available at every level to support career training goals. This workshop explains a certificate series and will give you a roadmap to explore JMU's vibrant staff learning landscape. The TD Competency Model, a navigation tool, will be explained during this series info session.

***Clear as Mud, Thu, 24 Oct
2019, 1:30 - 4:30 PM***

We all agree that leaders, supervisors and managers must have integrity. Integrity is defined as "firm adherence to a code of values." But, therein lies a challenge. Leaders are expected to do the right thing. But, how do they do the right thing when everyone's "right thing" might be different?

[There's a lot more to learn at Talent Development —click here:](#)



One of JMU's Quad cats—
Now he's spooky!



***Having a new boss can be intimidating, maybe a bit unnerving—
but there's absolutely nothing scary about FM's new Executive Director!***

Hello, I'm Richard Fletcher your new Executive Director, and I'm excited to be here with you. I thought your newsletter would be a great way to become better acquainted. There's an old saying, *"Hard work puts you where good fortune can find you."* It's true. I came from a working-class family where I was the only college graduate. And, I started in facilities in my very first job. In high school, I worked two summers as a custodial aide stripping and waxing every floor in a school one summer and painting every inch of exterior trim the second. I worked both summers for the same boss. He was retired military and taught me to do my work well the first time, no excuses! To this day, his work philosophy remains a core part of my work ethics.

To me, work is not just the things we must do in the areas where we are responsible. To me, work - and *how we do work* - shapes who we are. Throughout my various positions and in one move after another, I found that by doing work with excellence, I grew in character and - *as importantly* - earned the respect of others *as someone they could trust*. Now I hope to earn your trust too.

No single step in my career was easy. I worked my way through college doing farm labor and also cabinetry manufacturing assembly. With a mechanical engineering degree in hand from Virginia Tech, I spent five years in northern Virginia developing, designing and manufacturing consumer packing machinery. There's no elevator to success, you have to climb your career ladder. For the next 18 years, I served as an engineering department project manager on capital construction projects to expand a Covington paper mill's production facilities. Then, in an introduction to higher education facility management, in my next career move, I served as Project Manager at the University of Virginia, Facilities Planning and Construction. My responsibilities at UVA focused on the health campus infrastructure system. From UVA, I was hired by the Virginia Military Institute as Maintenance Reserve Program Manager overseeing maintenance reserve projects. There, I was first promoted to Deputy Post Engineer, overseeing engineering projects, and finally promoted to Director of Physical Plant where I oversaw all facility operations at VMI.

My career sure has been the proverbial ladder. I suggest that yours can be too. I like that your leaders encourage you to train for advancement. From the lowest rungs of my career *where I was waxing floors and painting, hefting hay bales or whatever I've done to now*, each step along my career became a step that helped me reach my dream job. I do not consider anything of greater importance in how I moved up my career ladder than just plain and simple hard work and good character.

I've done the kinds of work myself that many of you are doing now. So I have a pretty broad skill set. And this lets me do what I enjoy doing most: *I enjoy filling in the gaps where my team needs my help*. I like to help others. You, my staff, can know that *I like to help you to do your jobs to the best of your abilities, and I'll lead with that purpose in mind*. As your executive leader, I will do my best to "fill in the dots" in a way that supports all the kinds of work that our team performs.

So, if you see me out on campus, stop and introduce yourself if we haven't met, or say "Hi" again if we have. I will enjoy getting to know you. I want everyone to know that I am glad to be your new Executive Director and honored to lead JMU's Team FM.

[Go to FM's webpage to see and celebrate FM October birthdays](#)