

ALABAMA

FACILITIES AND GROUNDS

VOL. 19



PHOTO TAKEN BY: UA
PHOTOGRAPHY

TABLE OF CONTENTS

2	FROM THE DESK OF THE AVP FACILITIES AND GROUNDS MANAGER SPOTLIGHT ARTICLE	13	WEDDING
3	EMPLOYEE OF THE QUARTER	14	NEW HIRES AND PROMOTIONS
4	TEAM OF THE QUARTER	15	NEW HIRES AND PROMOTIONS
5	ENERGY MANAGEMENT NEWS	16	GARLAND DECORATION
6	KUDOS	17	F & G PROFESSIONAL DEVELOP- MENT TRAINING
7	KUDOS	18	UA PROFESSIONAL DEVELOP- MENT TRAINING
8	KUDOS	19	GROUNDS DEPARTMENT TRAIN- ING
9	KUDOS	20	SGA TREE PLANTING
10	KUDOS	21	SGA TREE PLANTING
11	BROWN DUFFY SCHOLARSHIP		

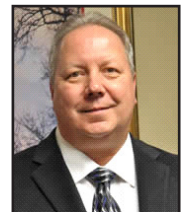
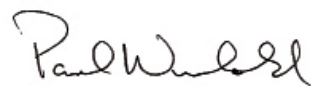
2

FROM THE DESK OF THE AVP

LIVE LONG AND PROSPER

For those too young to remember, the words “Live Long and Prosper,” these immortal words were spoken by Spock in the TV series Star Trek. The phrase was a Vulcan (alien) wish for someone to live a long life and do well. Today’s expression may be more casual like “Take Care.” Nonetheless, we often have control over our physical and mental health. The regular rising costs of health care have caused many changes over the recent years that affect us all both financially and in preventive health care. “Health” is a state of complete physical and mental well-being and not just the absence of disease. We all occasionally think about our health but usually when it is not good, validating the expression that we often “take our health for granted.” Seldom do we give attention to our emotional and psychological well-being which is equally critical in overall health. We spend a lot our time and resources trying to fulfill our physical needs, yet we are still unable to achieve personal peace of mind and happiness by just meeting those physical needs. While many people may not have physical problems, they may be unhappy or agitated at the psychological level. They may suffer from insomnia due to stress, feel depressed, or are irritable. I have mentioned this in other forums during the holidays beginning with Thanksgiving, but it rings true all year long. We are all our brother and sister’s keeper. The university has vast resources available to manage this health. People do not realize the importance of good health, and even if they do, they may still disregard it thinking they are too young to have ailments, immortal or “that only happens to old people.” Whether we work at home or in an office, we need good health to perform each of our duties well. The UA committees designed to review, assess, and recommend health care solutions for the university has the employee’s interests at heart since they are also UA employees and not members of an insurance company. Further, the Wellness Center has established many useful programs designed to improve employee awareness and health thereby keeping insurance costs down and time with family and friends up. So here is the simple wrap up. We have exceptionally good insurance at UA. Use it and use it wisely since we are self-funded. As they say, “an ounce of prevention is worth a pound of cure.” Get annual exams. Know your health status. It is a painless way to know what is going on inside of you. The onset of symptoms may sometimes be too late. I encourage you all to assess your health situation and take preventive measures that will help you live long and prosper. Many people rely on us to be our best every day, but at the end of the day, it is the decisions and actions we take that make a plan a reality.

Paul Wuebold
Associate Vice President
Facilities and Grounds



3

MANAGER SPOTLIGHT ARTICLE

Adapting and Adhering to Change Management

Change management refers to the structured approach and processes used to transition individuals, teams, and organizations from their current state to a desired future state...and these days, that's essential in order to keep up with our ever-evolving workplace and the future of work itself.

As a leader with the University of Alabama, training in change management is crucial for several reasons, including fostering adaptability and managing transitions. Change is inevitable in today's world, if not essential. Leaders who train in change management develop the skills to adapt to change quickly and effectively while attuning to the needs of their teams who may feel unsettled, resistant and stressed as a result of changing workplace conditions.

People often resist change due to fear, uncertainty, or a lack of understanding. Change management training for leaders provides strategies to identify and address resistance, enabling smoother transitions.

Plus, change often involves a shift in organizational culture. Leaders who engage in change management as a leadership training topic gain an understanding of how to align cultural changes with the overall objectives of the organization.

Organizational changes are constant, whether they involve restructuring, technology adoption, or new process. Managers must be equipped and understands that change management focuses on several key learning objectives to help organizations navigate transition effectively such as adapting to change, leading through transitions and managing resistance.

In essence, training in change management prepares you as a leader, to lead your team and organization through transitions effectively, mitigating challenges, and optimizing the chances of successful change implementation. It's a valuable skill set for any leader aiming to steer their team through evolving environments and drive positive outcomes during times of change. After all, we know that change is the only constant in life AND at work!

Tyreece Hampton MBA
Director of Logistics and Support Services



4

EMPLOYEE OF THE QUARTER

BARRY JOHNSON (COLISEUM)

FACILITIES AND GROUNDS EMPLOYEE OF THE QUARTER, WINTER 2025



PICTURED: TERRY GRIMM, BARRY JOHNSON, CRAVENS BELK, AND
PAUL WUEBOLD (AVP)
CONGRATULATIONS!!!

Although Barry has only been on the Coliseum staff for a short time, he has made an immediate impact. His primary responsibilities include the Gymnastics and Men's Basketball practice facilities, and he has proven to be a valuable asset as evidenced by feedback praising his results from the coaching staffs. He brought fresh perspectives on cleaning processes and procedures within his assigned area, incorporating some of the attention to detail acquired from his background of car detailing. He has a well-developed attention to detail, and rarely misses even the smallest items. Additionally, he has shown his initiative and versatility by immediately stepping up to fill in for any shorthanded area, and all short-notice events, without hesitation, while still maintaining the standards expected in his primary duties.

5

TEAM OF THE QUARTER

(THE ELEVATOR DEPARTMENT)

FACILITIES AND GROUNDS TEAM OF THE QUARTER, WINTER 2025



PICTURED: FRONT ROW - PAUL WUEBOLD, AVP F&G, DOUG LIGHTSEY, STEPHEN LAKE, JON FLEENOR, KYLE PHILLIPS, AND DANNY JACKSON. 2ND ROW: WILL JEFFERSON, RYAN PERKINS, AND GARY EDWARDS. 3RD ROW: TYLER GARRISON AND MATT BURROUGHS. NOT PICTURED; SCOTT TAYLOR, GARRETT HUNTER, AUSTIN WYATT, JEFF AGAN, AND STEPHEN DOCKERY. CONGRATULATIONS ELEVATOR TEAM!

Elevator hoist ropes are a critical component of an elevator's operation. Due to age and regular wear and tear, hoist ropes must be replaced, or "re-roped," periodically. Recently, the hoist ropes for all four elevators at Ridgecrest South and North required replacement. As elevators in a popular dorm on campus, the elevators at Ridgecrest see a significant amount of use. To ensure continued quality service and minimize downtime for students, the Elevator Shop took the initiative to replace the hoist ropes during the winter holiday break. On December 21, 2024, the team replaced the hoist ropes at Ridgecrest North, and on January 4, 2025, they completed the replacement at Ridgecrest South. By performing this work in-house, the Housing Department saved \$14,100—spending approximately \$27,500 compared to \$41,600 for contractor services. Once again, the Elevator Shop team has provided exceptional value, saving the Housing Department thousands of dollars through their in-house labor and expertise.

6

ENERGY MANAGEMENT NEWS

Winter Energy Tips

1. When you leave work for the day or weekend set your thermostat to 66 F to 68 F.
2. Use a humidifier to raise the humidity in your home or room to 40-50% relative humidity to feel warmer. This will help with dry skin and sinus issues as well.
3. Dress for warmth or use an electric blanket instead of raising the temperature on your thermostat.
4. Running your ceiling fan clockwise will help push heat down into the rooms rather than trapping the heat at the ceiling.
5. Adjust your water heater to a maximum of 120 F.
6. Open windows and blinds during the day to use daylight and warm up the space you are in.
7. Insulate your water lines by wrapping them with simple foam insulation.

Using these tips will help you reduce your utility bill by 10% each month in the winter.



7 KUDOS

KUDOS TO CABINET SHOP

Good afternoon, guys,

I just had to take a minute to send a shout out to the men from your team who constructed our lobby design wall. Tony, Frank, and AJ knocked it out of the park! I can't wait for the lighting element to be ordered and installed so others can see the full effect. It is some of the most detailed and conscientious work I've ever observed.

I appreciate you all and am very grateful for the time, attention, and care these guys invested in this project. Thanks for all your crew does for our campus.

ROLL TIDE!

Robert E. Hayes, III, Ph.D.

KUDOS TO ELEVATOR SHOP

Hi Paul,

Thank you for the quick action by you and your team to resolve the elevator issue in ten Hoor. I'm glad to hear that the elevator is already back up and running.

Best regards,

Luoheng Han, Ph.D.

Senior Associate Provost for Academic Affairs / Professor of Geography

KUDOS TO CUSTODIAL SERVICES

Last week, the project team began pressure washing the front of Tutwiler Hall on Thursday. They continued this work on Friday and successfully completed it by Friday afternoon.

Alex,

Outstanding! Glad your team got that pressure washing done so quickly...especially given the cold temps. Please pass along my appreciation to all involved.



KUDOS TO PLUMBING DEPARTMENT

Hi Paul,

On behalf of the whole building of Ten Hoor, Thank you so much for your fast response to the water leak(pipe bust) yesterday. I'm so sorry to have bothered you at that time of the afternoon, but we really appreciated your quick efforts to help us out.

Kayla Key | Administrative Assistant I
History Department

KUDOS TO COLISEUM

Hi Terry and Cravens,

Happy New Year! I just wanted to send a quick note to express my gratitude for you and your team's dedication to our program, especially over the break. I know it was not ideal to come in on NYE but I, along with the rest of the Bama Gymnastics program, really appreciate your commitment to helping us prepare for this season as we continue our journey from "good to great". You are a valued part of our team, and we can't do what we do without you! Thanks again and cheers to an amazing 2025 year for you and your families.

Roll Tide,
Ashley

Ashley Johnston
Head Gymnastics Coach

9

KUDOS

Kudos to Plumbing Department

Dear Sirs,

Outstanding response time for the water leak at my daughter's Tut dorm room. WOW you all are faster better than I am as a commercial landlord. Your people are another fine example of quality that we have come to know of everything UA offers. Thank you for solving my daughter's crisis in such a professional fashion

Thank you and Roll Tide

Birch Dalton

Kudos to Plumbing Department

Mark: I am sure you don't get enough praise for the work you do but I received a call from a parent of a Tutwiler resident. His daughter experienced a leak on 2nd floor, and he suggested they notify the staff and call Maintenance. Your team responded within 15 minutes and resolved the issue to the amazement of the students.

Thank you for the professionalism you instill in your team and know that others are impressed with the results! With this effort, the Crimson Standard is alive and well! Many Thanks!

Rob Cooper | Executive Director

University Lands and Real Estate Services

KUDOS TO CABINET SHOP (Dr. Layzell's Desk)

Paul:

I also need to add my sincere thanks and gratitude for the excellent work of Tony, Steve, Frank, and A.J. on this project! The pride they all take in their work was evident from start to finish and the quality of the finished project is second to none! We are indeed blessed to have such great employees at UA, and as Mary notes, the leadership you and your team provide in Facilities.

Dan Layzell | Vice President for Finance and Operations and Treasurer

10 KUDOS

RE: Ridgecrest Housing Re-Rope



Noel Fegumps

To Doug Lightsey

Cc Paul Wuebold; Phillip Gettings; Stephen Lake; McKenzie Parham

Doug,

Thank you for sharing this and the granular details of this project, as this is a huge win for HRC, UA Facilities, and in particular the UA Elevator Shop!

Huge improvements in the areas of communication, performance, and reliability!

Roll Tide!

Regards,

Noel Fegumps | Director of Housing Operations

Housing and Residential Communities

The University of Alabama

Robert E. Witt Student Activity Center

Box 870399

Tuscaloosa, AL 35487

Phone 205-347-5562 | Fax 205-348-7135

nfegumps@ua.edu | <http://housing.ua.edu>



11

KUDOS

Kudos to Building Maintenance

David,

I really appreciate you getting this work scheduled. Although not yet complete, your team(s) are working hard and pushing through all of the phases in order to get the work completed. We were up against a tight window to get this work done and stay on the AV project timeline. I know it was not an ideal situation for your team, and that's why I appreciate you and them for getting this done and keeping us on schedule. Have a good Thanksgiving break.

Scott Johnson
Bryant Conference Center

Kudos to Grounds Department

Hello Mrs. Porter,

I am not sure if I am sending this message to the correct department. But I was hoping you could assist it getting it into the right hands.

Today (11/21 at 1:45pm), one of my classes was learning to play stickball in the grassy area next to ten Hoor and Marrs Springs, where the maintenance shed used to be a few years ago. Two men from Grounds on a golf cart stopped by. I did not catch their names, but they said they were with the irrigation department or division. They were super helpful and helped us set up. And this is not the first time that grounds employees have stopped by while we were doing labs in the area. They have always been super helpful and accommodating.

I was hoping that the two employees that stopped by today could be recognized for their willingness to go beyond their normal duties, exceptional customer service, and helping out a class in need. I would also like to acknowledge their superior, for a great job hiring a strong team and allowing employees to support those classes attempting outdoor activities. The Anthropology Department truly appreciates them and the other maintenance staff for their exceptional work. Five stars.

Cameron H. Lacquement, PhD | Associate Professor and Director of Undergraduate

12

BROWN DUFFY SCHOLARSHIP

Brown Duffy Scholarship Award – accepting applications during the month of February, so please let all your team members know about this opportunity. **Below is the link to apply!**

<https://uafacilities.ua.edu/maintenance-scholarship-fund/>



13

WEDDING



Nicholas Ecker, (Coleman Coliseum Team Leader), and Avery Walters, were married
November 23,2024.



14

NEW HIRES/ PROMOTIONS

Plumbing

New Hires

Amanda Pickell - Plumber I

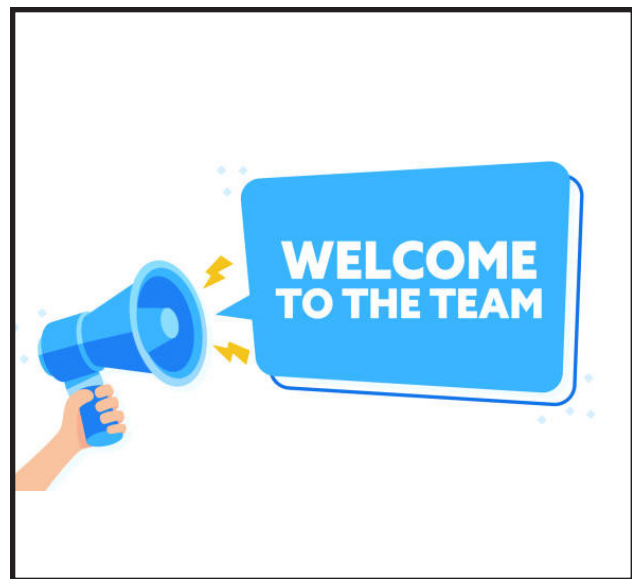
Grounds

New Hires

Logan Pickell
Paul Fuller
Charles Biggs
Harold Turner

Promotions

Dale Jackson – Grounds Spray Technicians
Charles Bennett – Grounds Spray Technicians



15

NEW HIRES / PROMOTIONS

Building Maintenance

Promotions

Calip Channell - Roofer I
Cody Wood - Carpenter II
Curtis Jamerson - Mason I
Curtis Reach - Carpenter I
Jordan Grimm - Facilities Associate III
Kyle Cousins - Trades Helper

New Hires

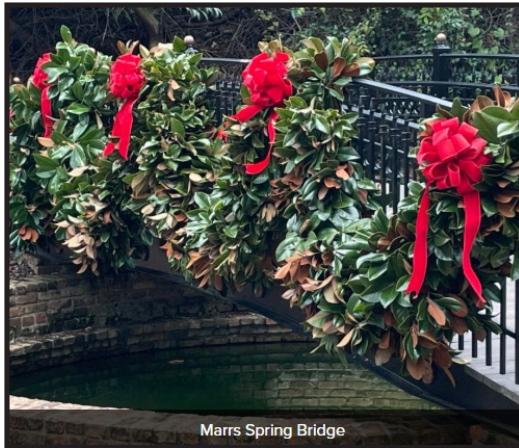
Andrew Gardiner - Cabinet Maker I
Chayce Riter - Laborer
Demetrius Owens - Tile and Carpet Layer II
Jake Herring - Pest Control Technician II
Jason Gamble - Trades Helper
Jason Sullivan - Laborer
Jeff Dungan - Trades Helper
Joe Marler - Roofer II
Lucas Sanders - Trades Helper
Micaiah Sampson - Laborer
Steve Wilson - Laborer

Elevator Department

Associate Elevator Technician Garrett Hunter completed his Entry Level Apprenticeship requirements on 9 Dec 24 and is now at Level 1. Congratulations, Garrett!

16

GARLAND DECORATION



Marrs Spring Bridge



President's Mansion



Installing the hand-made garland at the President's Mansion

It takes a great team effort to construct the Mansion garland each year. To start the process, our tree crew, Dillon Jacobs, Jeremy Black, and Tyler Walker, go all over campus and selectively prune limbs from our Southern Magnolia trees. Kevin Rowland, James Falls, Heath Herglotz, Luna Rodriguez, and Garrett Corley twist and tie these limbs/ leaves together to construct the garland. The crew finished in 3 days this year which the quickest we have ever completed it. Once ready, Building Maintenance sent a crew with a manlift to hang it in its place along the rails of the Mansion.

FACILITIES AND GROUNDS PROFESSIONAL DEVELOPMENT

“Four Forces of Influence” Professional Development Training

Facilities and Grounds recently held two professional development sessions for team leaders, assistant managers, managers, directors, executive directors, AVP, and some of our key campus partners. Dr Joe Calamusa from the UA Business College conducted the training in a lively, interactive way. His 25+ years of experience understanding human nature significantly helped the attendees understand the value and timing of employee and supervisor engagement. Dr. Calamusa taught the two groups the impact when using Four Forces of Influence (Information, Innovation, Inspiration, and Instruction). The knowledge of the four influences helps us understand the value of proper communication to individuals or team. The feedback from the attendees was extremely positive.





19

GROUNDS DEPARTMENT TRAINING

Below are photos from our training sessions that we had with John Nabors. John is the Executive Director for the Alabama Green Industry Training Center in Birmingham and has almost 30 years of experience in the landscape field. Some of the topics covered included proper pruning techniques, plant selection, having an eye for detail, plant ID, and documentation of your work. Thank you to John for coming over and helping support our staff and the staff for being eager to learn.



SGA TREE PLANTING





As part of a Tree Campus USA and Arbor Day event, the UA Student Government Association Environmental Group in partnership with UA Grounds and UA Landscape Architects planted 17 Magnolias at Kilgore Ave. to improve the appearance of the location. This is the second joint project accomplished of this type. The magnolias were grown from seed at the UA green house. The magnolias will offer a welcoming screen for Barnes parking lot and the service area to Capital Hall. Trees help clean the air we breathe, filter the water we drink, and provide habitat to over 80% of the world's terrestrial biodiversity. Students and staff enjoyed the project and working together towards a common goal.