

Our Values

- **Students are our top priority**
- **We strive for excellence**
- **We thrive on diversity**
- **We celebrate collaboration**
- **We champion innovation**
- **We safeguard freedom of inquiry and expression**
- **We nurture the wellbeing of our community**
- **We act ethically**
- **We are responsible stewards**

Preparing For A Return to Better



As spring flows into summer and more campus community members get vaccinated, campus activities are returning to normal.

A busy spring, anchored by Earth Week events, celebrated the grand opening of the EcoCommons and the certification of The Kendeda Building for Innovative Sustainable Design as a Living Building. Facilities staff enjoyed a Spring Fling with games, swag and a "jazz up your ride" contest.

The search for a permanent Vice President of Sustainability, Facilities and Safety continues, yet the team behind the city of Georgia Tech remains steady.

The curve ball of the pandemic was solidly handled by staff members and a strong sense of accomplishment empowers the team as we move into summer. Read on to learn more.

Anniversaries, Promotions & New Hires

25 year

Jeff Bridges - A/C Mechanic II
David Kidd – Custodian II
Tommy Little - Associate Director Building Services
Lolita Ringfield – Building Services Inspector

10 year

Denis Evans – Custodian III
Donald Hamilton – Custodial Supervisor II

5 year

Donald Applegate – Facilities Manager II
Colin Jenkins – Custodian II
Joseph Laneve – Horticulturalist III
Ngugi Mathu – Registered Architect III

Promotions

Dale Allgood - Building Rep I
Robert Bomba Ire - Custodian III
Marvelous Bonner - Facilities Support Services Manager
Diana Brown - Custodian II
Rothman Kuwala Kuri - Custodian III
Antonio Outlaw - Staging Specialist I
Clayton Patterson - Turf Maintenance Manager

New Hires

Erick Alvarez - Hazardous Materials Specialist II
Andrea Baldwin - Administrative Professional II - Building Services
Whitney Bartlet - Tech Temp Design & Construction
Dedarius Cofer - Custodian II
Chekella Glover - Custodian I
Frank Harris - Groundskeeper II



Congratulations to our staff members celebrating 25 years with Georgia Tech: Jeff Bridges, David Kidd, Tommy Little, and Lolita Ringfield. Thank you for your commitment to Georgia Tech.

Professional Outreach

Greg Spiro, (Mechanical Engineer, Sr.) participated as a panelist at the Skanska ConTech 2021 event - "Smart, Healthy Buildings: How Data is Empowering Owners to Operate Healthy Buildings of the Future."

Awards/Certifications

The Kendeda Building for Innovative Sustainable Design appeared in The Washington Post and The Associated Press (AP) upon announcing Living Building Certification on Earth Day this year.

As the 28th living building worldwide, The Kendeda Building achieved the required standards of producing more energy than it consumed. A team across SFS made this possible - **John DuConge** (Project Manager), **Shan Arora** (Building Director), **Marlon Ellis** (Area 6 Manager), **Steve Place** (Horticulturalist II), and **Steve Sywak** (Director IT).

The Kendeda Building also won a Top 10 award from the American Institute of Architects Committee on the Environment (COTE). The top ten winners showcase groundbreaking projects that drastically reduce building carbon emissions and give back to the environment and surrounding community. For more information about The Kendeda Building, visit livingbuilding.gatech.edu.



President Cabrera and Shan Arora celebrate The Kendeda Building

Georgia Tech earns STARS Silver rating from the Association for the Advancement for Sustainability in Higher Education (AASHE).

Kudos for those involved:

The STARS Team: **Kristina Chatfield** (Programs and Operations Manager, Serve-Learn-Sustain), **Sarah Neville** (Project Manager, Office of Campus Sustainability), **Kamilah Roberts** (Program Support Coordinator, Kendeda Building) **Sandra Kinney** (Senior Director, Institute Research & Planning) and **Jason L. Wang** (Data Management Specialist, Institute Research & Planning)

A sincere thanks and congratulations to all of you who agreed to partner to deliver Georgia Tech's first formal STARS report in nine years! Especially Sarah and Kamilah who were supporting this at every step. - Anne Rogers, Associate Director, Office of Campus Sustainability

Way to go everyone! Anne, great work on your end. You were persistent and kept things moving! - Sandra Kinney, IRP

Congrats Anne and everyone and thank you so much for your diligence and hard work on this! - Nazia Zakir, Interim Vice President, Sustainability, Facilities & Safety.

For more information about the STARS rating, click [here](#).



Robin Jernigan, Custodian I

Jernigan wins Dean's Award from The College of Design

*A big kudos goes out to **Robin Jernigan** (Custodian I), for receiving the Dean's Award from The College of Design. GREAT JOB ROBIN !!! - Damore White, Custodial Supervisor II*

Robin, this is an outstanding achievement! Thank you for your hard work and commitment to service excellence. I personally am so proud of how you have distinguished yourself with the College of Design customers. Great job!!!- Derrick Morse, Human Resource Business Partner, Sustainability, Facilities and Safety

Spring Fling



Facilities first ever Spring Fling was an overwhelming success with more than 250 in attendance. The event was celebratory and employees took the time to socialize safely with each other for the first time in over a year. Games such as giant checkers and Jenga were a big hit and each attendee received a goodie bag packed full of snacks and a Georgia Tech water bottle. With the help of Nazia Zakir, (Interim Vice President, Sustainability Facilities and Safety) each staff member also received a Georgia Tech baseball cap.



BUZZ livened up the fun by posing for pictures and just doing what BUZZ does....buzzing around!

The event also featured a vehicle decorating contest. Nine different departments competed - Fleet Services, Area 2, Area 4, Area 5, Zone 6, Landscape Services, Building Services Inspectors, Building Services Administrative Professionals and the Building Engineering & Energy Strategies (BEES) team all contributed creatively decorated vehicles. Public Safety Officers Rob Rodrigues, Mattie Divers and Benjy Parrish of the Georgia Tech Police Department served as judges and the winner was Area 2. Their golf cart was



decorated as Mario Bros, with the extra touch of a smoke-spewing tail pipe. The judges declared this was the deciding factor in the win. The event could not have happened without dedicated staff members helping to decorate, set up, hand out goodie bags and clean up. As always, their assistance is appreciated - Quinae Ford (Administrative Manager I, Fleet Services), Cheryl Kelley (Assistant to the Vice President and HRBP, SFS), Jeff Wiley (IT Professional I) and Willa Chatman (Operations Manager, Building Services) for going the extra mile to help make this event happen. (Copy contributed by Cheryl Kelley and photos by Jeff Wiley.)





Page 4 - Trellis Smith, (Custodian 1). David Tate (Area 4 Manager), John McElreath (Multi-Craft Foreperson), Robbie Rice (A/C Mechanic II) and Wade Johnston (Carpenter I). Anita Ferguson, Lolita Ringfield, and Theophilis Batiste (Building Inspectors). Jamie Ready (Assoc. Director, BEES). Page 5, clockwise: Valerie Edwards (Stationary Eng. II). Cyril Nwachukwu (Groundskeeper I) and John Swift (Groundskeeper II). Marilyn Lofton (Custodian II). Custodians Meena Sharma, Julia Garcia, and Rockiea Osekre. Chikaya Bolton (Administrative Professional. Sr.). John McElreath and Bill Tucker (Plumber I). Area 2 - Chuck Sheffield (Maintenance Worker II), Joseph Meyer (A/C Mechanic III), Kayla Barber (Administrative Professional II), David Saleem (Painter)

► KUDOS

Praise & Appreciation

"**Will Varnadoe** (Mechanical Shop Foreperson) and team, thanks so much for the mockup effort yesterday! We got some really compelling photos and, in general, a great understanding of the sense of scale that tall of a wall would impart on campus." - Dan Nemec, Associate Director, Capital Planning & Space Management

"**Nazia Zakir** (Interim Vice President, Sustainability Facilities and Safety) A huge attaboy for your Facilities folks yesterday! They did a great job with the mockup. The President loved the visual. Please send our best to the team. Super well done! All the best" - Mike Shannon, Deputy Chief Business Officer, Administration & Finance

"**Nazia Zakir**, I just want to let you know that our Facilities staff has done a wonderful job (with short notice) getting the President's Residence ready for upcoming events. When I got the first call, I reached out to everyone and they pulled together, without hesitation to make this happen. The President's Office plans to have several events this year, so we had a small window to prepare a home and property that has been vacant for over a year. But everyone pulled up their sleeves and I feel lucky to work with such great co-workers:

- **Area 2 Shop:** Painting, hanging pictures, preparing the pool, preparing the interior of the home, pressure washing
- **Building Services:** Cleaning the residence and windows
- **Staging:** Moving furniture and working with Dr. Beth Cabrera
- **Landscaping:** Pressure washing, planting flowers, pruning, removing outdoor furniture, property cleanup

This was teamwork at its best! Thank You everyone! - Cheryl Kelley, Assistant to the Vice President, Sustainability Facilities and Safety

"Thanks everyone for jumping on this so quickly and getting the space event-ready as a dedicated team! I know it was a quick turnaround and I appreciate all of you treating this work as a priority. I'm sure the President and First Lady are appreciative as well." - Nazia Zakir, Interim Vice President, Sustainability Facilities and Safety

"**Billy Baxter** (Plumber II) and **Terrell Sykes** (Plumber I), Thank you for giving up your Saturday to ensure this repair was made and the area made safe by getting the fence and securing the area. The extra efforts that you put into this is greatly appreciated." - Will Varnadoe, Mechanical Shop Foreperson

"Thank you **Billy** and **Terrell!** I and the campus appreciate your hard work in getting this repaired so quickly." - Nazia Zakir, Interim Vice President, Sustainability Facilities and Safety

"Hello Fred (**Foroud Sanamihesari** – Electrician II), I'd like to extend my deepest appreciation for your help last week to you and Kevin Whitmore setting up two of our VLF radio receivers at the Northside Ave substation. This greatly bolsters/supports an NSF-funded research project involving myself, led by Dean Raheem Beyah. I understand you went well above and beyond the call of duty when it turned out the manual labor involved in this installation was more than we anticipated. I really appreciate that you were there to help. We owe you a lunch, particularly if we ever need to call on you for help again, so please take us up on that! Thanks" - Morris B. Cohen, Ph. D. Associate Professor, Electrical and Computer Engineering, President, Atmospheric and Space Electricity Section. American Geophysical Union

"**Fred**, let me add my thanks! We greatly appreciate your help. Also, thank you **Nazia Zakir** for being so supportive of our research project! Best," - Raheem Beyah, Dean and Southern Company Chair, College of Engineering



'**Recycling and Area 4 Employees**, Thank you very much for your work and commitment this past year! I just wanted to take a moment before the close of the academic year to say I see you all and recognize your work and commitment. The Success Center could NOT have done what it needed to accomplish this year without your timely and awesome assistance. While this is true in any given year, it is ESPECIALLY true for the past year. Here's hoping as we move into summer commitments, good health and safety finds us all. Cheers!" - Mitch Gartenberg, Building Manager-Student Success Center

"**Brandon Ford**, (Staging Foreperson), The commencement set-up is awesome and the field is beautiful!!!! All appears to have gone well as usual. You and your team always do an excellent job on graduation and this is something that I

President's Corner

To the Georgia Tech Community:

The tragic death of George Floyd last year, the deep pain it caused across the country, the guilty verdict and the recent sentencing of the police officer who murdered him are reminders of the work that still lies ahead in our journey toward justice. Too many Black people and other people of color are too often the targets of violence, hate, and racism. It is up to all of us to change that. Let us use this moment as an opportunity to come together, to heal together, and to recommit to the idea that we all share the same humanity with the same inalienable rights.

The Contemplative Grove within the EcoCommons is a beautiful and moving memorial dedicated to remembering those who fought for racial justice in our city and our nation. It offers a place for healing, reflection, and understanding. A once-segregated restaurant whose owner refused, at gunpoint, to serve Black customers is now a welcoming site on our campus that invites us to reflect and inspires us to work together toward a better future. For years, some on campus referred to the site as the Pickrick. I suggest it be known as the Unity Garden. It is a reminder that out of healing comes resilience and strength. By recognizing our past, we're bound to get stronger and build a better future for everybody. That's what this space means to me. That's what it represents.

Let's use this moment in our nation's history to reaffirm our commitment to building an inclusive community at Georgia Tech where people of all backgrounds can thrive. I invite you to visit the new space and to join in the work. For more information about the EcoCommons, visit facilities.gatech.edu/ecocommons.



Praise & Appreciation (cont.)

do not have to worry about. I appreciate you and your leadership on this. Thanks, " Tommy Little, Associate Director, Building Services

"Great job **Brandon and team!** I appreciate your customer service values being demonstrated." - Nazia Zakir, Interim Vice President, Sustainability, Facilities & Safety

"Way to go **Brandon and Team!**"- Derrick Morse, Human Resource Business Partner, Sustainability, Facilities and Safety

"**Christina Tabor** (Health Physicist Sr. EH&S) I just wanted to send you this email to thank you for all your support for IBB as it relates to the PPE. You are doing an amazing job and I appreciate all your efforts. I am particularly fond of John and DJ for their willingness to help at the drop of a hat. Those 2 are a great asset for your team, and it says something about your work ethic - and discernment- to allow those men to work with you. I love it when people get it- like you do. Thank you Christina, for making it happen for the GT campus!" Jeffrey Ricardo Austin Sr., Facility Manager II, Parker H. Petit Institute for Bioengineering and Bioscience

"On behalf of MOVE and the Special Projects Committee, we would like to thank the **entire landscaping department**. We really appreciate that the department worked overtime. Thank you so much and the event turned out great! Good luck with other landscaping projects and let us know if MOVE can ever do another event, we'd definitely love to!" Ayan Kadri, MOVE Special Projects Committee

"Thanks **Landscape Services Team!** I appreciate the collaborative efforts that go into these student volunteer landscape projects. Let's continue GREAT WORK!" - Samuel Evens III, Interim Landscape Services Manager

"Good afternoon **Clayton Patterson** (Turf Maintenance Manager), Thank you for your support in this year's When the Whistle Blows ceremony. The grounds were perfect and having someone come out to blow any extra pollen before the event was extremely helpful. Looking forward to working with you in the future!" - Best, Jillian Crusier, Senior Institute Event Coordinator

Facilities Represents on The Family Feud

Georgia Tech Staff Council Chair Quinae Ford and her family, the Carswells, appeared on the syndicated television game show “Family Feud” on episodes that premiered May 3 and 4, 2021. The show was recorded in September 2020. The hit program features two families of five contestants each who compete to name the most popular responses to survey questions in order to win cash and other prizes.



“What do you do, Quinae?” asked comedian and show host Steve Harvey.

“I am an administrative manager at the best institution this side of the Mississippi [River] – Georgia Tech!” answered Ford, an administrative manager for the Office of Fleet Services. “I’ve been there 15 years this June,” she continued. Congrats Quinae and Family!

SFS: Through the Lens

Jeff Wiley, IT Pro I, is often behind the camera photographing events and employees around campus. Recently he has expanded his talents to include short videos featuring new campus initiatives, departmental events and behind-the-scenes views of the hard-working teams that keep Georgia Tech running. View his most recent work by clicking on the photos below. These videos are also featured in the SFS monthly email updates when available.

Custodial Leadership Academy



Earth Day



Commencement



SFS Spring Fling



What's Happening in Sustainability and Business Operations

- from JulieAnne Williamson, Executive Director

A career development pilot program is available for team members interested in gaining skills in the building management area. The Coda Building and Building Services supported the first partnership with **Dale Allgood**, who serves as a custodian (and Covid testing driver) during half of his working hours, and a building representative in the Coda Building, the other half of his time. This pilot is in the very early stages, but we hope to grow it with other similar positions over the next fiscal year. For more information, reach out to me at julianne@gatech.edu.

I'd like to highlight the above-and-beyond work that **Jeneen Parker Mosley** has been doing for the Covid testing lab. Jeneen works as an Admin Professional III in the Fire Safety Office. She also serves as a Staff Council Compensation and Benefits Committee member. In March, we identified a need for administrative support in the Covid testing lab. The lab staff had grown rapidly to meet campus testing needs without any additional administrative support for things like timekeeping, procurement, and communications. Three people interviewed for the position, however Jeneen had a real mix of experience and passion that fit perfectly with the lab. She's been working with Dr. Bryksin since the beginning of April. Jeneen's commitment to help others and taking on new and difficult challenges has not gone unnoticed. Thank you, Jeneen!



Student Group Thanks Facilities Staff

Building Services, our courageous, unrelenting and serviceable fight against Covid-19 has not gone unrecognized! As a huge show of support and appreciation, a student group on campus called The Emerging Leaders would like to gift each staff member with a "Thank You Bag." They recognize the monumental role we have served in keeping the Georgia Tech community safe and healthy. Give yourself a pat on the back and a round of applause for a job well done! Thanks, Stan Smith, Facilities Program Support Manager. (Photos by Jeff Wiley).



The students at this school are able to thrive because of the environment that you helped to build.
- Emerging Leaders



Design & Construction

End of Fiscal Year Projects

Since February, Facilities has issued over 400 purchase orders and encumbered \$22 million in construction projects, focusing on deferred maintenance work and work that will improve the student learning experience. Projects include the milling and repaving of certain alleyways between Greek Houses, re-roofing of the Weber SST3 Auditorium Wing, sprinkler system installation in Cherry Emerson and Weber SSTI and numerous electrical, plumbing, HVAC and Controls upgrades to enhance energy efficiency across campus.



Campus Center Update with GT-Rex

Join GT-Rex to [see the latest developments](#) with the campus center construction project.



The Topping Out of the Campus Center

On April 1, 2021 the transformation of the Student Center reached an exciting milestone - the Topping Out, or the placement of the final beam. Hundreds of members of the Georgia Tech community took part in the tradition by signing the beam before it was placed. Watch the video [here](#).



EARTH DAY 2021

By the numbers:

- More than 1,200 attendees for the week's events
- 50 trees transplanted from the nursery to permanent homes on campus. (Special thanks to **Jerry Young** Landscape Project Manager and the Landscape Services team for making this happen.)
- More than 300 individuals visited the clothing swap
- 2 gaylords of Styrofoam collected for recycling
- 2 gaylords of e-waste for recycling
- 100 participants for the virtual tour of the Eco-Commons
- 800 individuals wrote wishes/dreams on seed paper that was planted on the The Kendeda Building property. Partnering with the SMILE student group, these seeds were native to Georgia.
- 156 cars dropped off household waste
- Paint (all shades), some yard chemicals, various automotive chemicals, bulbs, and batteries were collected. Our Georgia Tech community members filled a semi-truck and another large truck full of household waste. (Photos by Jeff Wiley)



Clockwise - JulieAnne Williams (Executive Director, Sustainability & Business Operations) addresses the Earth Day crowd. Jerry Young (Landscape Project Manager) guides the tree-planting event. Milo Raof (Groundskeeper II) created a patio mural outside The Kendeda Building. Members of EH&S collect household waste. Gary Jelin (Assistant Vice President, Design & Construction) tests out the EcoCommons slides.

► HR CORNER

FAQs concerning Merit Pay and Equity Pool.

Who funds and approves merit for Georgia Tech?

The governor recommends and the General Assembly appropriates the state of Georgia budget each year. In years of strong economic growth, they include merit for state employees including the Board of Regents (BOR). The BOR then approves the state funds allocations and provides guidance on the application of the merit funds.



My department is not funded with funds from the state. Can I still offer my employees merit?

No, departments who do not receive state funding may not self-fund merit pay. Georgia Tech must follow guidance from the BOR and, for FY22, this does not include merit pay.

What is an equity adjustment and how is it different from merit pay?

Merit is provided based on an employee's performance during the previous performance review period. Equity is typically based on a salary inequity that cannot be corrected through the merit review cycle. Equity is determined under the following considerations:

- Consideration of a more appropriate alignment between the salaries of similarly situated employees performing work at the same family, sub-family, career stream, and career level, with similar levels of experience, background, and performance.
- Consideration of a more appropriate alignment between the salaries of a supervisor and their direct reports.
- Consideration of a more appropriate relationship between the salaries of existing employees and the relevant market. Any adjustment that is given to bring employees in line with the external market is subject to internal equity. Adjustments will not be made if differences are explainable based on qualifications, type or length of experience (both internal and external to the Georgia Tech), the work itself, or performance and productivity.

Will all employees be affected by equity adjustments?

Not all employees will receive equity adjustments. An employee's compensation must be at least at the minimum wage in the grade their job is assigned and would receive pay adjustments if the pay ranges change. Additionally, those who have greater disparity to either internal or external markets will have greater consideration within the budget.

How will I know if my employee is eligible for an equity adjustment?

The effectiveness of this initiative will require the collective efforts of our people leaders across Georgia Tech in coordination with the University System of Georgia. A comprehensive communication plan will be developed to inform employees.

When will the equity adjustments occur?

The increase to the Institute minimum salary is targeted for adjustment as of July 2021. Equity adjustments will be reviewed and implemented before the end of 2021.

Who can I contact with questions about the equity process?

In addition to the communication strategy, GTHR Compensation will partner with me, your Human Resources Business Partner, throughout the process and provide pertinent information. If you have any questions, contact dmorse3@hr.gatech.edu or visit hr.gatech.edu.

People of Facilities: Living Our Values

Welcome to the second installment of "People of Facilities: Living Our Values" This section aims to recognize an employee who embodies the values we uphold at Georgia Tech. These employees strive to live these values both in their work as well as their lives beyond the Institute.

Motown Among Us - Leading By Example



Robert Manchurian works the afternoon shift as a custodian in the MRDC Building often humming his favorite Motown tunes. He knows the tunes well as he spent most of the 1970s working with many of Motown's finest - Isaac Hayes, The Supremes, and Eddie Kendricks (the lead singer of The Temptations). He's planning to drop his own album in September. In December, he'll be 87 years old.

Manchurian has worked at Georgia Tech since 2018, but he has a long career in the music business as a vocalist, instrumentalist, keyboardist, writer/arranger, conductor and producer. He has collaborated with Patti LaBelle, encouraged a young Sheila E. and scored the music for a documentary about the brother of the Reverend Dr. Martin Luther King Jr. - the Reverend Dr. A.D. King. His whole life has been music and he's still at it today.

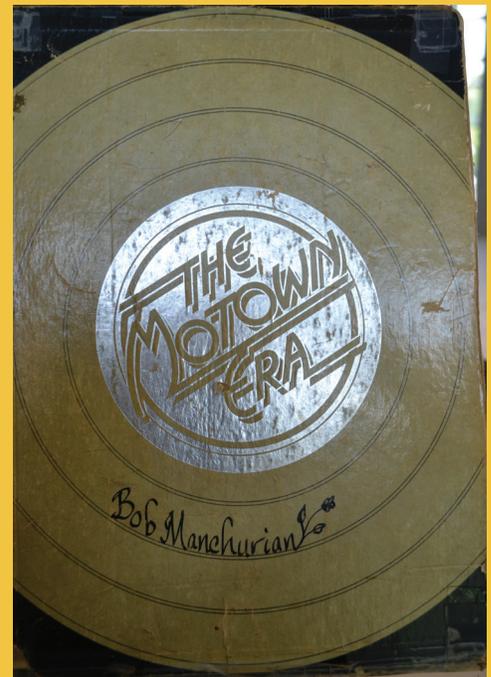
His first exposure to music came at age four when he accompanied his mother, a domestic worker, to the home of an Atlanta Symphony Orchestra violinist who was teaching his daughter to play the viola. Enamored by the music, he begged his mother to take him every weekend so he could hear the classical works of Beethoven and Chopin. Over the years, the orchestra violinist taught Robert the scales, gifted him a pitch pipe and eventually a viola. A curious learner, Manchurian entered elementary school in the second grade with a penchant for math and geography.

After a summer as a paper boy for the Atlanta Journal Constitution, Robert traveled via train to Detroit to join his father who was employed by the booming auto industry of the mid-1940s. Continuing his musical education throughout high school, Robert achieved first chair for his school orchestra. Graduating at a young 16, he attended Wayne State University and was eventually drafted for the Korean War. After serving as a tank commander and a member of the armed services orchestra, he returned to Detroit and began to immerse himself in the burgeoning Motor City music scene. Recording studios were popping up in garages, gigs were plentiful and he met Dale Warren, with whom he would collaborate for many years. Manchurian tried other professions throughout this time, but he states that "nothing worked for me but music."

He recorded his first song "My Life is So Lonely" in 1967 and from there he played bigger clubs in Detroit and toured the UK. He was hanging out with "cats like the Temptations, the Four Tops, and Martha Reeves" while writing, arranging and partnering with numerous other musicians. He performed as a vocalist in the 1970's soul and funk band 24-Carat Black.

By the early 1990s, Manchurian returned south and managed The Mad Hatter club in Athens and later Max's, at the Omni International Hotel in downtown Atlanta. Married for 30 years to Diana, whom he describes as his "rock - she's my everything", Robert has future plans for scoring a feature film and organizing an outdoor concert. He's currently putting the final touches on his album dropping this fall.

Manchurian adores the Georgia Tech students he sees while working on campus and says they remind him of his young self. He encourages them and tells them to "never give up. If you think you can do it, you can." Thank you, Mr. Manchurian, for that soulful reminder.



This fall will mark the 20th anniversary of 9/11. Institute Communications is interested in hearing from any staff members who were in New York City, Washington D.C. or Pennsylvania and who were personally affected by the events of that day. Please contact cathy.brim@facilities.gatech.edu to be considered for inclusion in an article about the 20th anniversary.