

THE SEED SOWER

OU Facilities Management Quarterly Newsletter



Message from the AVP

As we wrap up another busy and productive summer, I want to take a moment to thank each of you for your hard work, dedication, and commitment to excellence. From completing critical maintenance and improvement projects to preparing our campus for the return of students, faculty, staff, and visitors, your efforts have made a tremendous impact. Thanks to your attention to detail and pride in your work, our campus looks outstanding and continues to provide a welcoming environment for everyone who calls OU home.

The success of Game Day operations this season is another reflection of the incredible teamwork across Facilities Management. Whether working behind the scenes, supporting events, maintaining grounds, or responding to unexpected needs, your contributions helped create a first-class experience for our campus community and guests. As we celebrate these accomplishments, let's continue to remain "Recruit Ready" every day. Great team members are our best ambassadors, and each interaction is an opportunity to showcase the culture, professionalism, and pride that make Facilities Management a great place to work. Thank you for all you do to support our mission and make OU a place we can all be proud of.

Be Safe!

Matt

UPCOMING DATES

FM FALL FESTIVAL
October 9

OPEN ENROLLMENT
October 19-November 6

HOMECOMING WEEK
October 27-31

S CAROLINA @ OU
October 31

THANKSGIVING HOLIDAY
November 26 & 27

FINAL EXAMS
December 14-18

WINTER BREAK
December 24-January 1

Have an idea for the next quarterly newsletter? Email Facilities@ou.edu with your idea!

FEATURED TEAM MEMBERS

NEW HIRES

FM INTERNAL TRANSFERS

Chase Davis - Landscape & Grounds Specialist to Roofer
Tiffany Cheatwood - Accountant to Sr. Utility Project Field Coordinator
Clifford Perez - Landscape & Grounds Specialist to Landscape Mechanic
Randy Kinsey - Concrete Finisher to Streets and Sidewalks Supervisor
Stephanie Cunningham - Work Control Specialist to Systems Analyst

CUSTODIAL

Sheldon Ryan - 7/11/26
Glenn Clark - 7/25/26
Eric Bowie - 7/26/26
Grason Reynolds - 7/26/26
Allan Wheeler - 7/26/26
Greg Podolski - 7/27/26

Kayla Senn - 7/27/26
Shaquille Sasser - 8/8/26
Devin Collins - 8/9/26
Paul Fitzpatrick - 8/9/26
Knalau Johnson - 8/9/26
Rudy Ramirez - 8/9/26
Michael Vctor - 8/9/26

LANDSCAPING/GROUNDS

James McCall - 7/27/26
Ryan Winkelman - 8/10/26
Ethan Friday - 8/22/26
Sancoba Gama - 9/8/26

UTILITIES

Robert Testerman - 7/13/26
Jason Johnson - 9/8/26
Andrew Smith - 9/21/26
Michael McMillin - 9/19/26

MAINTENANCE

Tyler Fiscus-Hainline - 4/6/26
Tony Nye - 5/4/26
Connor Perkey - 5/4/26
Justin Hightower - 6/15/26
Ricky McIntire - 6/29/26



TEAM MEMBER SPOTLIGHT!



Jeremy Smith, Access Control



Jeremy Smith joined Facilities Management as a Locksmith in July 2024 and quickly demonstrated the leadership, expertise, and commitment that led to his promotion as Lead of the Access Control Shop in October 2025.

Beyond his day-to-day responsibilities, Jeremy has served on the Facilities Management Policy Committee for the past two years and has represented the department on both the FM and Maintenance Advisory Councils. He has also invested in his professional growth through APPA's Leadership Academy and the University of Oklahoma's Leadership Development Program.

Jeremy's dedication to continuous improvement, leadership development, and service to the organization makes him a valued member of the Facilities Management team.

FEATURED TEAM MEMBERS

KUDOS KORNER

Pat Higdon- Refuse/Recycling

I wanted to send a quick note to recognize Pat from FM and thank him for helping my family on this past Saturday's gameday.

My wife accidentally dropped her key into the bottom of a locked trash can by the Union, and Pat went out of his way to help us get it back. He not only dug through the trash to find it, but he waited around for me to get there and even had the key cleaned and disinfected when I arrived.

We know gamedays are incredibly busy for Facilities, which made us appreciate his help even more. He easily could have said there wasn't much he could do, but instead he took the time to help us out and was incredibly kind about it.

Your team went above and beyond and really helped us out that day, and my wife and I are very appreciative.



Chris, Leonard, and Cameron- Plumbing

I wanted to send you all a quick note of praise about the FM plumbing shop. We had a leak from a failed fitting in Cross D yesterday. Chris, Leonard and Cameron with the plumbing shop worked well into the evening to ensure water was restored to the building.

With Panhellenic women occupying the building last week, any outage is of significant impact...especially when it prevents these residents from showering during rush activities.

The commitment of the plumbing shop to stay until the water was restored is very much appreciated by me, Housing Operations and Residence Life staff

Facilities Management

Now that Move-In is over, I wanted to reach out and tell the FM Team that they did a great job. Thank you.

We threw a lot at your team, and everyone came through with flying colors. The painters, the team that put in poles, the team that drilled holes in our signs, the haulers, and, of course, the team that put in the work orders. We greatly appreciate you all.

Respectfully,

Mike Storm

OU Parking Services



Thank you Team for making our campus an memorable place for visitors. Your hard work and dedication is appreciated.

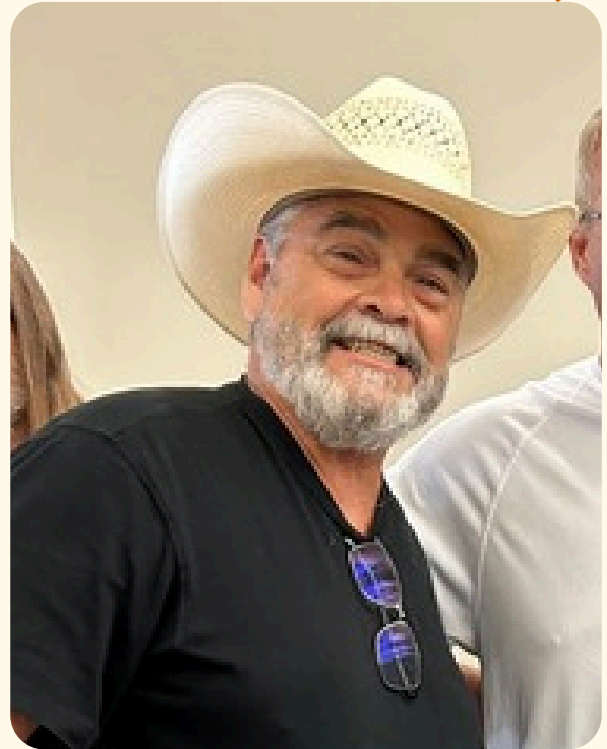
FEATURED TEAM MEMBERS



HVAC poses with new OU HVAC hats.



Congratulations, David!



David Kizer began his career in Facilities Management in the plumbing shop in November 1990. During his tenure, David served as representative on the Facilities Management and Maintenance advisory committees, as well as served as interim supervisor multiple times. Thank you David for the 36 years of service!



FEATURED ARTICLES

Advancing Through APPA Leadership

Facilities Management hosted three APPA Leadership Academy sessions for FM and Operations leadership. One cohort has successfully completed Levels 1 and 2 of the program, while a second cohort has completed Level 1.

The academy provides participants with valuable skills in leadership, communication, team development, and strategic thinking that can be applied throughout their careers. These cohorts will continue their leadership journey over the coming year, with all participants expected to complete the program in 2027. We are proud to invest in the growth and development of our team members as they lead the future of Facilities Management.



Teamwork Restores Airport Feature

Thanks to a collaborative effort between OU Facilities Management and the Aviation Explorer Post #1836, the KOUN compass rose at Max Westheimer Airport has been given a fresh new look. The project helped restore an important airport feature and enhance the appearance of the facility for visitors, pilots, and the campus community. Aviation Explorer youth and adult volunteers generously contributed their time and effort as part of a community service project, working alongside Facilities Management staff to complete the restoration.

FEATURED ARTICLES

South Oval and Wagner Lawn Refresh

The South Oval and Wagner Lawn received significant enhancements this summer, designed to improve both the appearance and functionality of these highly visible campus spaces. The project included upgraded drainage, improved grading and slopes, new sidewalks, and the installation of more durable turf capable of withstanding the heavy foot traffic generated by campus events and daily use. Sidewalks at Wagner Lawn were widened to improve pedestrian flow.



CAPP Conference Highlights

Matt Rom, Sarah Ballew, Sarah Hartford, Marissa Pierson, and Dustin Browning, attended the 2026 CAPP Conference in Branson, Missouri, September 27-29. During the conference, Matt Rom was honored with the CAPP Distinguished Member Award, the organization's highest recognition for singularly outstanding service and dedication. Matt Rom and Marissa Pierson also presented a session on career growth. In addition, Marissa served as a panelist for a discussion focused on student workers in Facilities Management.

FEATURED ARTICLES



What is Complacency?

When someone suggests we are complacent, we get defensive because we associate the word with being lazy, unengaged, or non-observant. Complacency is almost a dirty word to us, but EVERYONE is guilty of being complacent periodically.

“a state of mind where a worker is out of touch with the hazards and risks around them, often when they take conditions or routines for granted.”

It is impossible for us to work a full shift without losing concentration for at least a part of the time. It has been shown that the human mind can only concentrate for approximately 20 minutes before it drifts off for a few minutes. If the person is tired, hungry, or stressed, the task is unenjoyable, and when another distracting factor is evident, the effective concentration window is shorter still.

Are you:

- Feeling dissatisfied with your work or lacking motivation?
- Skipping steps in work processes?
- Experiencing frequent near-misses or incidents?

These are all signs of complacency

So how does this relate to safety? When we get complacent – accidents happen – injuries happen. The #1 thing we can all do to fight complacency is to practice self-awareness. We can develop self-awareness like a muscle, but we have to exercise it. The more skill we have at recognizing signs of complacency in ourselves and others, the better our ability to have a heightened sense of awareness of the environment around us.

Things you can do to develop your self-awareness and cut down on complacency:

- Self-audit of your work process to make sure you're not missing any safety precautions or PPE
- “But I’ve always done it this way” is not an acceptable excuse for unsafe behavior. Correct and better your work processes that need improvement.
- Observe the way other workers incorporate safety into their work processes.
- Recognize when you may be rationalizing the ways it's okay for you to cut corners.
- Hold yourself and others accountable to a safer work process and environment.
- Be a good example for your co-workers.

Make safety a habit by creating routines for yourself.

If you notice you are lost in thought during a task, take a moment and do what you need to do to shake yourself out of it.

Participate in the hazard reporting process. If you see a hazard, stop and correct it immediately and communicate so other workers can learn from it.

Don't skip your JHAs and safety inspections.

Participate in safety meetings. Offer lessons you've learned along the way and provide tips you find helpful that pertain to that safety topic.

Many of the injuries I've seen in Facilities Management could have been prevented if the injured party had not been complacent/been more aware of their environment/thought about PPE/thought about their state of mind, etc.

I challenge each of you individually to consider how complacent you are in your daily work, be honest with yourselves and make adjustments where needed.

Stay safe!

-Jeff-

Quarter Three Safety Summary

SAFETY SUMMARY

Quarter Three 2026



ON THE JOB INJURIES

13 | **10**
REPORTED | RECORDABLE

CURRENT TOTAL RECORDABLE INCIDENT RATE

7.05

ACCIDENTS

3

- Kubota ran red light causing accident – please follow all driving laws.
- Van backed into student's car – be extra cautious when solo backing. Sometimes people park where you are not expecting them to park. Implement a Circle of Safety walk around your vehicle before you drive to ensure there are no safety hazards around.
- Utility truck rear-ended. FM Driver was not at fault.

OBSERVATIONS

- Team working at night: not wearing high visibility clothing when painting near roadway.
- Team working around and with heavy equipment not wearing high visibility clothing.

ON THE JOB INJURIES

- Abdomen Strain – be mindful of object weight and get help if necessary.
- Back Strain x2 – remember to practice safe lifting techniques.
- Shoulder Strain x2 – be mindful when moving wheeled equipment; don't use excess force or get yourself into awkward positions.
- Slip and Fall – stay vigilant. Make sure your feet are landing on solid footing when walking.
- Fall from Chair – do not, under any circumstances, use a chair to reach higher. Use proper equipment like extendable tools, step stools, or ladders for working on high items.
- Struck-by x3 - Hand and head injuries – be aware of your surroundings and know where your body is in relation to hazards
- Electric Shock – make sure you're checking those circuits before working on them. Don't take for granted that turning a breaker off is actually cutting power to the piece.
- Foot injuries x2 – wear appropriate footwear

NEAR MISS

1. Team member nearly shocked when replacing ballast. Please double check energy status before working on electrical components.
2. Extension ladder slipped while team member on it. Make sure ladders are set properly. May require another team member to stabilize ladder or may need to tie-off the base of the ladder to prevent slipping.
3. Heavy, metal item fell to lower level. Make sure the area below the work area is roped off and secured to prevent entrance to the area.

COMMITTEE UPDATES



Events, Engagement & Recognition

Fall fest is October 9th!

Come enjoy the fun, fantastic food, and time to get to know Members of the team you may not know.

There will be two sessions.

Session 1 at Couch will start at 6:30am for the overnight team members. There will be brunch items like turkey legs, chicken & waffles, fruit, and drinks

Session 2 at burr Park will start at 11:00am for the daytime team members and will have fair food options like corn dogs, turkey legs, baked potato, frito chili pie, corn, and deserts.

We hope to see everyone at their specified time!



Safety

@e all get in a hurry from time to time. Be mindful of your surroundings, make sure you aren't taking shortcuts, and always remember to be safe while doing your assigned work.

"Don't think because an accident hasn't happened to you that it can't happen."

General Hazardous Materials Storage Rules

- Follow the Safety Data Sheet (SDS)
- Label Everything
- Separate Incompatible Chemicals
- Use Secondary Containment
- Control Environmental Conditions
- Conduct Regular Inspection



Policy

The policy committee reviewed revisions to the Facilities Management key policy on September 24, 2026. The updated Motorized Vehicle policy was also announced and became effective September 1, 2026.

UPDATES

HUMAN RESOURCES UPDATES



THE 2026 OU ENGAGE GALLUP Q12 SURVEY IS NOW OPEN THROUGH OCTOBER 9

At the University of Oklahoma, we are dedicated to cultivating a supportive, healthy, and engaging workplace where every employee has the opportunity to thrive both personally and professionally.

The Gallup Q12 survey is a research-backed tool to measure and strengthen employee engagement among faculty and staff. Responses help strengthen our workplace and campus community. Together, we are working toward the 80% participation goal, which earns an additional day off for the Independence Day holiday.

Please consider completing the survey by October 9.

Responses help OU:

1. Identify what's working well and where we can grow as a community
2. Foster meaningful conversations between supervisors and team members
3. Create focused strategies that support professional and personal success
4. Monitor engagement over time to guide continuous improvement

The Gallup Employee Engagement Survey is an opportunity for every team member to share honest feedback about their workplace experience. Your input helps identify what is working well and where we can improve, providing valuable insights that guide decisions across Facilities Management and the university. Participation is confidential, and every response helps create a clearer picture of our strengths, challenges, and opportunities. We encourage all team members to take a few minutes to complete the survey and make their voices heard.

Check your email for the survey link from Gallup.

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