



PROGEPE *informa*

DATA CONSOLIDATION AND INFORMATION NOSSA GENTE COLUMN



GRAZIELLA CATALDO BATISTA FELIX
& JOSÉ ANTÔNIO DE OLIVEIRA
RELATIONSHIP MANAGEMENT - GERE

40 ANOS

UNIRIO 40 YEARS - PROGEPE 6 YEARS





Federal University of Rio de Janeiro State - UNIRIO

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2019

Delamare Building, 21ºandar | Administrative Unit of PROGEPE



Printed book and e-book: Column NOSSA GENTE. From VIRTUAL NEWSPAPER – PROGEPE Informa

Publishing company

Léa Carvalho

Cover

MaLu Santos

Graphic project

MaLu Santos

Photos core

PROGEPE Collection

Translation

Gustavo Schaefer Gomes

Sponsorship

José Antônio de Oliveira

Book previously published in Portuguese, original version at the <http://www.unirio.br/reitoria-2/progepe/e-book-1>

CIP-BRASIL. CATALOGATION IN PUBLICATION - NATIONAL BOOK EDITORS UNION, RJ

F3352c

Felix, Graziella Cataldo Batista; Oliveira, José Antônio de.

Data Consolidation and information on Nossa Gente Column / Graziella Cataldo Batista Felix ; José Antônio de Oliveira. - 1. ed. - Rio de Janeiro : Autorale, 2019.

84 p. : 21 cm.

ISBN: 978-85-66979-03-9

1. Biographies. 2. UNIRIO. I. Título.

CDD: 920.9



Um selo da Metanoia Editora - www.autoraleedicoes.com
Rua Santiago, 319/102 - Penha - Rio de Janeiro - RJ - Cep: 21020-400
faleconosco@metanoiaeditora.com | 21 3851-5845 | 21 96478-5384

Associada:

Liga Brasileira de Editoras - www.libre.org.br

Sindicato Nacional dos Editores de Livros (SNEL) - www.snel.org.br

Printed in Brazil

SUMMARY

PRESENTATION,	5
GALLERY OF HONORS,	6
EDITORIAL,	14
COLUMN NOSSA GENTE	
Dilcar Reynier De Abreu,	15
Eloi Barbosa,	17
Adrienne Ogêda Guedes,	20
Carmem Fernandes Alves,	24
Eva Maria Costa,	31
Simone Wanderley Araujo Loiola,	36
Telephony Team at DTIC,	39
David de Souza Borges,	43
Antonio Rodrigues de Andrade,	46
Maria Lucia Teixeira Polônio,	49
Cristiane da Silva Pereira,	54
Juliana Fontenelle Postascheff,	56
Messias dos Santos Oliveira,	61
Márcia Valéria da Silva de Brito Costa,	65
Irineu Rubinstein,	71
PROGEPE TEAM,	74
José Maurício Silveira Gomes,	75
Nathalie Ferreira de Andrade,	79
FINAL CONSIDERATIONS,	82
ACKNOWLEDGMENTS,	83

PRESENTATION

In 2019, a UNIRIO UNIRIO celebrates its 40th anniversary already with the status of FEDERAL UNIVERSITY for teaching and research. teaching and research.

Coincidentally, the Dean of People Management (PROGEPE) achieved its 6th year of uninterrupted work in the area of Human Resources, serving the entirety of our university community.

As a result, we had to think, rethink and produce better ways and means of communication, aiming to meet the demands of all agents that make up our WORKFORCE, represented in our midst by multiple members of different categories: Teachers; Students; Technical-Administrative Personnel; Reinstated Workers; Services Providers and Interns.

Therefore, this is our contingent of PEOPLE deserving to have at their disposal clear and objective information about the services we provide, not only in order to comply with the constitutional principle of publicity of our acts, but also with the objective of providing a well-established rendering of accounts regarding the tasks under the responsibility of each of the employees assigned to this Administrative Unit.

This led to a project for, in addition to having a specific PROGEPE website, developing other information tools, including recognition of the values demonstrated by the Workforce here today, regardless of the professional

category to which they belong, and thus writing and documenting our own history.

Based on this principle, we created a VIRTUAL NEWSPAPER called: *PROGEPE Informa*, which includes several columns addressing, each month, specific issues of each area that is part of the administrative structure and advising the organizational structure of the Dean of People Management of UNIRIO..

At this moment, we are presenting to the whole Community, in the form of a printed book and an E-book, the consolidation of data and information from the traditional column, NOSSA GENTE, where we tell stories of People from our environment, with the objective of increasing emphasis on valuable collaborators, and also to justify the SLOGAN adopted by the current Dean, Carlos Guilhon: “Human capital comes first.”.

Have a nice reading.

Graziella Cataldo Batista Felix
José Antônio de Oliveira

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MONTHLY NEWS - 2015/2018 - YEAR I - IV

GALLERY



PROGEPE *informa*



GALERIA NOSSA GENTE



1- Dilcar Reynier de Abreu



2- Eloi Barbosa



3- Profa. Dra. Adrianne Ogêda



GALERIA NOSSA GENTE



4- Enfermeira Carmem Fernandes



5- Profa. Dra. Eva Maria Costa



6- Simone Wanderley



GALERIA NOSSA GENTE



7- Romeu Candido, João Chiapim e Luiz
Carlos Pires



8- David Borges



GALERIA NOSSA GENTE



9- Prof. Dr. Antonio de Andrade



10- Profa. Dra. Lúcia Polônio



GALERIA NOSSA GENTE



11- Cristiane Pereira



12- Juliana Fontenelle



13- Messias Oliveira



GALERIA NOSSA GENTE



14- Márcia Valéria da Silva de Brito Costa



15- Dr. Irineu Rubinstein



GALERIA NOSSA GENTE



16- José Maurício Silveira Gomes



17- Nathalie Ferreira de Andrade



EDITORIAL

Dear PROGEPE *informa* READERS, We have created this tool to disclose monthly information and events related to our duties and professional activities, such as the first three edited issues. Our main objective is to give due transparency to the acts performed in the area of PEOPLE MANAGEMENT within the University and to strengthen the communication of PROGEPE with all the employees and the university community. As dialogue and participation are our principles, I strengthen that PROGEPE wants to hear your suggestions, compliments and criticism.

We put out in this newsletter the article: NOSSA GENTE, which aims to honor all members of our Workforce, as employees, reinstated workers, outsourced employees and interns. In the first edition we chose Server DILCAR REYNIER DE ABREU,

Head of the Benefits Administration Division (DAB/DGPA/PROGEPE), whom we thank for accepting our invitation. In due course we will honor other University-wide employees that you may also refer by using the GERE (Relationship Management) channels indicated at the bottom of this issue.

I hope you like it,

Mariana Flores Fontes Paiva
Dean of People Management



Server **DILCAR REYNIER DE ABREU**, whit 31 years of service dedicated to UNIRIO is our honoree of this edition of *PROGEPE Informa*.

Admitted to UNIRIO on 03/12/1984, under the Labor Laws Consolidation regime, he went to work at the Registration Service at the time. Subsequently, he went through several sectors, such as: Payroll; Personnel Division; Legislation and Benefits Division; having even headed all the sectors in which he worked. In addition, he was Director of the former Human Resources Department (DRH) for three years.

He currently serves as Head of the Benefits Administration Division, linked to the Administrative Process Management Directorate - DGPA / PROGEPE. His Team is made up of the following Servers: Heloisa, Filipe, José, Victor and Michelle. Recently, there were also part of the former Division

of Legislation and Benefits, employees Diego and Fernanda, both deservedly successful in public service exams and today working in other public agencies.

In short, his entire career has been in the area of PEOPLE MANAGEMENT, an exemplary professional, undoubtedly an icon for all of us employees.

He is a person who is very dedicated to his work and is also very knowledgeable about the legislation applied in the area of People Management. During these decades of work, he built with his dedication, professionalism and proficiency solid friendships within UNIRIO. We believe there is no employee who does not know him or has heard of DILCAR's professional performance, especially for its honesty and proactivity.

Our honoree considered it as a remarkable moment - a metamorphosis - and a great headway for the professionals in his area, creation of a Dean of People Management, at UNIRIO, highlighting as a unique opportunity, as well as an asset to retired employees and pensioners, who are actually the target audience of this segment.

To the younger ones on the job, he recommended the practice of good service, seeking efficiency and effectiveness, always be approachable and courteous, because we are users of services we provide and the systems operated by us.

He declared with his peculiar sincerity: Everything that I have achieved I owe to UNIRIO. He has always focused on the teachings from his parents, Dilce and Oscar, who was his first employer. At UNIRIO he sought to follow the steps of talented professionals he met and interacted with, mainly Mr. William Murcia, former Head of the Personnel Division, and Eliezas, among others.

In his spare time, he dedicates his time to his family, especially his daughter, Camila. He likes hiking for miles across our city. For example: from Leme to Pontal, spanning 5h30min of duration, besides others: Pavuna to Copacabana and a half marathon, from São Conrado to Aterro do Flamengo. Another "hobby" of him is to go to Maracanã on match days in the company of Camila, friends and other family members. He is now enjoying the return of America, his beloved club, soccer champion on 2015 access

league, returning to compete in the big league, along with the big teams in the state of Rio de Janeiro. We are very proud to count on Dilcar in our staff, that is, in the team PROGEPE / UNIRIO.



Dilcar Reynier de Abreu
Head of Benefits Administration Division



José, Dilcar, Victor and Filipe are part
of the team from the Benefits Administration Division



With 39 years of service dedicated to UNIRIO, employee **ELOI BARBOSA**, was chosen as our honoree of this edition of PROGEPE *informa*.

We thank in advance for the prompt acceptance of the interviewee, as well as the agreement of the Director of Supporting Activities (DAA) and the Dean of Administration (PROAD). The employee works at Reprography, located at the Rectorship Campus, in Urca.

Admitted to UNIRIO, on October 1, 1976, to work as a Gatehouse Assistant, later he became the Assistant of Graphic Arts and Reprography. His professional career began in the ministry of justice as a member of the cleaning and maintenance team. At the end of this contract, he was transferred to FEFIERJ (Isolated Federal Schools of the State of Rio de Janeiro), under the administration of the former Dean, José Maria

Bezerra de Paiva. At this time, he was appointed to work with Colonel Almeida and colleague Bosco, and thus, with satisfaction, Eloi prepared the coffee among other tasks delegated to him at that time.

His place of work was in the central building at Souza Aguiar Street, then at President Vargas building, he also went through the Voluntários da Pátria Campus, in Botafogo and, finally, the Rectorship Campus, in Urca and is proud to be today, here at UNIRIO, always ready to meet daily demands without measuring efforts.

In reprography, he serves everyone, without distinction, with greater promptness and attention. He recalled that in the past he has done a lot of work for the Councils, giving suggestions for not wasting material and already thought of recycling the materials that were discarded, even in newspaper editions circulating at the time. During the interview with the

employee, we gathered the testimony of Professor Danielle Galdino, Faculty of Nursing professor, who in the presence of the interviewee stated that he is very efficient and fantastic, therefore deserving recognition for his work.

Every day he departs from Santa Cruz neighborhood, west of Rio de Janeiro city, with destination à to the south zone until he reaches Urca. This daily commute is made for two and a half hours and can last up to three hours, both to go and to return to his home. Despite being able to retire already, colleague Eloi does not think about it at the moment, as he declared considering UNIRIO his home and being a warm and familiar environment, as well as being a great working environment, where he has gained great friendships for almost four decades

His family group consists of two children: Rafael and Daiane, who gave him three grandchildren, but his closest companion is grandson Gabriel, to whom he already teaches the craft in the field of reprography and dealing with people. In his spare time and on holidays and weekends, he attends the Santa Cruz street soccer championship and has great sympathy for the team called Oriente.

To colleagues who have recently joined UNIRIO, he wishes form them to be working here for many years, but always very efficiently for the good and progress of the institution.



Employee Eloi acting in the Reprographics service

Eloi was praised by Prof. Danielle Galdino,
from the School of Nursing



Eloi shows grandson Gabriel the craft of repro-
graphy on the old paper cutting machine



The Nossa Gente (Our People) article of this edition highlights **Professor Dr. ADRIANNE OGÊDA GUEDES**, who was admitted to UNIRIO on 05/02/2011 and acts in the Pedagogy Course as Assistant Professor in the area of Didactics and Literacy. Professor Adrienne has developed in partnership with Prof. Dr. Eva Maria Costa of the School of Nursing, the Extension Project called “Reading and writing practices, cultural group for youth and adults: extension of the school of education and the care factory”, which promotes the development of oral expression, reading and writing by UNIRIO’s outsourced employees.

Prior to UNIRIO, she worked in other locations, always focusing on teacher training in MEC (Ministry of Education and Culture) programs, such as Proinfantil. She also worked in schools as a teacher, Pedagogical

Director for over 15 years, in other universities in Pedagogy courses and offering advice to institutions such as SESC.

In addition to the work developed at the School of Education, the teacher is constituting her own research group, called FRESTAS (Educator Training and Reframing, knowledge, exchanges, art and senses), having worked in partnership with the teacher Léa Tiriba, from GITaka Research Group for Childhood, Ancestral Traditions and Environmental Culture). The two of them coordinate training courses for public school teachers in agreement with MEC, with emphasis on consolidating formative practices that involve arts, aesthetic experiences and understand the teacher in formation as the author of his own training path.



Prof. Dr. Adrienne Ogêda,
from the School of Education

As a teacher of Literacy, Reading and Writing, she has coordinated and created reading projects in other institutions. At UNIRIO, this project emerged as a proposal from Professor Dr. Eva Maria Costa of the School of Nursing, who had talked with some teachers at the School of Education about their interest in thinking about a job that would serve young people and adults in the university. “Our point was to think of the university’s commitment to these people with whom we live and who, being in an environment of formation and circulation of knowledge, did not have access to them themselves. I became interested in the matter and two very committed former monitors of mine, Christiane Louvera and Maria Lúcia Lima, had the education of youth and adults as their area of interest. We got together, thought about how we would like to develop the work and created the project,” explained Adrienne.

Classes that began on March 23 this year and are held twice a week on the second floor of the Nursing School and include exercises on text interpretation, brainstorming and oral and written argumentation. The project is registered at the Extension Department and has scholarship holders Christiane Louvera, Mária Lucia Lima and Juliane Faria, in addition to the Literacy discipline monitors, Jocelma Komarov and Ana Lygia Motta. There are also volunteers such as Rafael Rosa, from Pedagogy, and Luisa Cardoso, from Nutrition, and students with specific backgrounds such as English teacher, Marianne Figueiredo, who studies Pedagogy and who worked as the basics group, making them realize how much they know of English language, even without systematic teaching, due to the circulation of language in so many media.



Outsourced employees
from Unirio during the Project’s classes

Other UNIRIO teachers also have worked as collaborators, like Diego Vargas, from Portuguese Language and Jane Santos, of History, which contributes to the enrichment of the work, because it expands the repertoire of the participants. Teacher Eva, responsible for the project, has guaranteed the classrooms, copies and a place to store materials. Professor Antonia Pânano of the School of Education, who operates in Youth and Adult Education (EJA) donate teaching materials and the group uses a computer from Professor Celso Sanchez. Fundamental is the partnership of professor Márcio Berbat who helped lead many students to ophthalmology from the university hospital, as they had difficulties to see. There are also partnerships with an eyewear store that went to university offering a service that is feasible and affordable. Professor Adrienne explains that even with partnerships, there is still a lack of resources for materials and the preparation of a publication with the group experiences.



Project staff working with students

Adrienne Ogêda has dance practice as a hobby and yoga. In her spare time, she enjoys outdoor walks in the shore of Rio de Janeiro and the Rodrigo de Freitas Lagoon with her family that is made up of her 23 year-old daughter, Isabella Ogêda, her four stepchildren, Vicente Pessoa, 18; Laura and Manuela, 16 year-old twins; Aurora, 8, and her husband, Marcio Pessoa. Cultural programs like cinema, theater, music and literature too are part of the family routine. They usually go to the Music House, in Paquetá, to watch samba shows and Choro. They recently visited the Ra-Tim-Bum Castle expo with little Laura, at Bank of Brazil Cultural Center.



Teacher Adrienne Ogêda
with her family (Personal Archive)

For those who want to develop a project, teacher Adrienne advises one to choose a topic with a lot of affinity and interest in seeking partners who

areenthusiastic. “We understand that learning to read and write needs to be lived as a social practice, that is, we do not work with mechanical activities of mere coding and decoding. We look for topics of interest to the group and urge them to put themselves in, participate in and elaborate their hypotheses at all times. The project is based on a tripod: development of oral expression, reading and writing, always in significant contexts. Adults cannot learn from infantilized materials and practices that do not consider their knowledge and experience. The group has even created a name to identify themselves: Fresh Start,” said Professor Adrienne Ogêda.

New vacancies will be opened for 2016 and those who are interested can look for Professor Adrienne Ogêda and scholarship holders, Christiane Louvera and Maria Lucia Lima, from Pedagogy. As it is an extension project, the course does not focus on certification. Young people and adults who have little education and need to expand their knowledge and practices in reading and writing are eligible to participate.

“UNIRIO is a place where I exercise what for me is almost as central as love and family. UNIRIO has this sense of a place where I can build a work, try work methodologies, create projects that have social relevance and that are important to the community and significant to my career,” concluded the teacher.

“ UNIRIO is a place where I exercise what for me is almost as central as love and“ family.(...)

”



Finally we come to the end of the year, but not without time to honor another employee at UNIRIO, nurse CARMEM FERNANDES ALVES, who has a lot of gusto and professionalism and is always attentive to humanitarian aspects in dealing with people. She performs her duties as a nurse at the University Hospital Gafrée and Guinle (HUGG) and since 2009 she has been a member of the Hospital Infection Control Committee (CCIH). She currently chairs this committee.

Querying her functional folder in PROGEPE files, it is stated that by Ordinance No. 138 of, 05/16/2007 she exerted the Office for the Regulation of Customer Service (SERPAC) at HUGG, and has always featured in HUGG customer service.



Nurse Carmem Fernandes Alves

Our honoree began her professional career at the Carmela Dutra Hospital, where she met nursing assistant Irandê Porto, now working at PROGEPE Expertise and Health Sector. She joined the professional family of UNIRIO on 05/06/1981, therefore with over three decades of dedication. The following is her career path.

First, Nurse Carmen cited Nurse Florence Nightingale as a nursing icon.



Florence Nightingale 1820 - 1910

Nurse Carmem Fernandes Alves graduated in nursing and midwifery from the Anna Nery School of Nursing at the Federal University of Rio de Janeiro - UFRJ in 1978. She underwent a nursing residency internship from 1978 to 1980 at the Carmela Dutra Maternity Hospital (HMCD), and was admitted to the Federal University of the State of Rio de Janeiro in 1980 as a nurse at the 10th medical clinic ward at Gaffrée e Guinle University Hospital (HUGG).



HUGG nurses Stella Reanult,
Carmem Alves and Maria da Penha Pinheiro

In 1982 she joined the team of professionals who would make up the HUGG midwifery service. Due to the experience acquired during the Nursing Residency period at HMCD, she effectively contributed to the setting up and organization of the service by creating protocols and establishing work routines for the nursing team, with a view to quality care for the mother-child binomial.

In 1984, she participated in the team organized by Nébia Maria Almeida de Figueiredo, Head of the Nursing Division, who prepared the First Manual of Nursing Standards, Routines and Procedures of the Gaffrée and Guinle University Hospital - HUGG. In such work, all protocols of the Obstetrics Service were elaborated.

The 80's were marked by discovery of a mysterious new disease, the Acquired Deficiency Immune Syndrome(AIDS), caused by a retrovirus that was called Human Immunodeficiency Virus(HIV), the beginning of which we describe below:

CRONOLOGY OF THE ACQUIRED IMMUNODEFICIENCY SYNDROME

1977 and 1978

- First cases in the USA, Haiti and Central Africa, discovered and defined as AIDS, in 1982, when the new syndrome was classified.

1980

- First case in Brazil, in São Paulo, also only classified in 1982.

1981

- First concerns from US public health officials about a mysterious new disease.

1982

- Temporary adoption of the name 5H Disease, representing homosexuals, hemophiliacs, Haitians, heroin users (injecting heroin users) and hookers.
- Knowledge of the factor of possible transmission by sexual contact, drug use or exposure to blood and derivatives.
- First case due to blood transfusion.
- First case diagnosed in Brazil, in São Paulo.

1983

- First case report of AIDS in children.
- Case report of possible heterosexual transmission.
- Homosexual drug users are considered the factor diffusers for heterosexual drug users.
- Case reports in health professionals.
- First criticisms of the term risk groups (groups most vulnerable to infection).
- Gays and Haitians are considered major victims.
- Possible resemblance to hepatitis B virus.
- Focus is on the viral origin of AIDS.
- In Brazil, the first case of AIDS in females emerge.

1985

- Foundation of the AIDS Prevention Support Group (GAPA), the first NGO in Brazil and Latin America in the fight against AIDS.

- Different studies seek diagnostic means for the possible viral origin of AIDS.
- The first HIV test is available for diagnosis.
- Characterization of risk behaviors in place of risk group.
- It is found that AIDS is the final stage of the disease, caused by a retrovirus, now called Human Immunodeficiency Virus (HIV), or Human Immunodeficiency Virus.
- Creation of a federal AIDS control program (see ordinance 236/85).
- First case of vertical transmission (from pregnant mother to baby).

Source: Department of STD, AIDS and Viral Hepatitis

HUGG: HOSPITAL OF REFERENCE FOR DIAGNOSTIC AND TREATING OF AIDS.

The Obstetrics Service started to receive pregnant women with HIV/AIDS. Very troubled period and great learning for professionals, since at that time there were no established protocols for this type of care. We know that during the period of labor, childbirth and the puerperium there are transvaginal blood losses, which caused concern and insecurity in the team during the procedures, because they knew that the main route of contamination was the blood, as it was already reported at that time from cases in health

professionals.

During this period, HUGG's maternity hospital was headed by the Honorable Professor Dr. Rogério Rocco, a competent and humane professional, who personally received and cared for patients with HIV/AIDS, who were referred by other maternities, including those from prison institutions such as of the Talavera Bruce Penitentiary of the Bangu Penitentiary Complex.

To date, AIDS is still a stigmatized disease and it is therefore essential that the multiprofessional team is made up of qualified professionals who receive continuous, updated biosafety training, as well as assistance in occupational risk issues. Biosafety Standards should be systematically used by health professionals, regardless of the type of disease the patient presents. By definition we have that "Biosafety is the set of actions aimed at the prevention, minimization or elimination of risks inherent in research, production, teaching, technological development and service provision, aimed at human, animal and environmental preservation and the quality of the results" (Teixeira & Valle 1996).

For the staff of the Obstetrics Service, this period of start of care was fruitful of ideas, which culminated in the elaboration of protocols for multiprofessional assistance to women with HIV/AIDS. Collectors (aluminum cans with lids) were provided for the disposal of sharps, which did not exist at that time, and the protocols for instrument sterilization, cleaning and disinfection of the environment were reviewed.

The team was then able to provide safe and humanized care to all patients regardless of the type of pathology they might have.

Professor Rocco and Nurse Carmem began giving lectures in Health Institutions, schools, associations, among others, with the purpose of clarifying about the disease its forms of contamination and teaching through experience, how to provide adequate care to women in the puerperal pregnant cycle and to the binomial mother-child with quality and risk-free for health professionals. We also emphasize the participation of nurses: Thelma Spindola and Gertrudes Teixeira Lopes, Teodorico Machado, Ronaldo Sampaio, Lissonja Borba, Maria da Penha Pinheiro, Neuza Maria Branco Teixeira, Josué Garcia, Milena Banic, Edson Ramos, Luzia de Guadalupe, Maria Inês Kloh, Maria da Conceição, Marilena de Biase, among others.

Continuing her professional career as Nurse, Carmem was Head of the Nursing Division at HUGG, in 1998. In 2000, she became Nurse Supervisor of medical and surgical clinics and in 2005, Nurse of the General Surgical Center. From 2009, she was invited to join the Hospital Infection Control Commission (CCIH), and is currently the chair of this committee.

In addition, she provides training for 4th-period nursing students in partnership with Alfredo Pinto Nursing School, on Biosafety Standards, Hand Hygiene, use of PPE, Immunization for Health Personnel and Measures for the Prevention and Control of Hospital Infection, with the aim of guiding and preparing

them for the beginning of the curricular internship at HUGG; she is Preceptor of the Multiprofessional Residency in Health; and participates in the Extension Project of Alfredo Pinto School of Nursing (EEAP) “Hand hygiene: effective practice for infection prevention.”

HOMENAGEM

On the 125th anniversary of the Alfredo Pinto School of Nursing, Nurse Carmem was honored for the partnership and integration of teacher-care for the training of nurses and, in this celebration, she received a commemorative medal of this event.



Nurse Carmen Alves
with HUGG Director Fernando Ferry



Superintendent of nursing from HUGG,GG,
Daniel Ara-gão with Nurse Carmem Alves



Nurse Carmem Alves and Nurse Stella Reanult
during Hand Hygiene Campaign

TOWARDS TO THE MASTER'S DEGREE

Nurse Carmem is currently a master student of the Postgraduate Program in Health and Technology in Hospital Space Professional Master of UNIRIO - EEAP whose advisor is Professor Nébia Maria Almeida de Figueiredo. Her professional master's project is related to CCIH's activities, centered on the most basic and fundamental measure in the prevention and control of nosocomial infections, hand hygiene. .



Nurse Carmem Alves teaching how to do hand hygiene

The motivation for the professional master's degree was the possibility of, through this study, understanding the reasons that lead the nursing staff to sanitize or not hands during care of patients and thus being able to create strategies that can contribute to the adherence of these professionals of hand hygiene, improving the quality of the nursing care and promoting safety of the patient.

In her spare time, nurse Carmen likes to travel to Teresópolis with her husband and children Hugo, Rodrigo and Mariana. According to the honoree, “ UNIRIO was my life, where I built my life,” she declared, excited and grateful to the institution.

“ UNIRIO was my life, where I built my life.(...) ”



We started 2016 with the tribute to Prof. **EVA MARIA COSTA**, who develops a work of great importance for UNIRIO.

Her history at the institution began when she joined Alfredo Pinto Nursing School as a student (1976). Graduated in Nursing in 1979. She has a Doctorate in Science, obtained in the Graduate Program in Nursing and Biosciences - CCBS and Master in Nursing, both from the Federal University of the State of Rio de Janeiro (UNIRIO).



Prof. Dr. Eva Maria Costa

She was a nurse and professor at Gama Filho University. She entered the Federal University of the State of Rio de Janeiro (UNIRIO) on May 12, 1982, as a professor at the Department of Fundamental Nursing, at Alfredo Pinto School of Nursing, where she is currently allocated and teaching the following courses: Semiotics, Nursing I and II, Ethics and Nursing Registration.

She has held the positions of Nursing Superintendent of the Gaffrée and Guinle University Hospital (HUGG) and eventual Substitute of the Directorate of the Alfredo Pinto School of Nursing and Head of the Department of Fundamental Nursing. She participated as a Member of the Permanent Teaching Staff Committee (CPPD); Member of CONSEPE (Teaching, Research and Extension Council) and CONSUNI (University Council).

She is currently Associate Professor of the Department of Fundamental Nursing, Member of the Center for Research and Experimentation in Fundamental Nursing (NUPEEF); Member of the Editorial Committee of Raízes e Rumos Electronic Magazine (PROExC - UNIRIO); Academic Support Manager at UNIRIO since 2010 and Coordinator of the Care Factory Extension Program: a space for creating models and technologies for health care at Alfredo Pinto Nursing School, created in 1997 by Professor Dr. Nébia Maria Almeida de Figueiredo.

Professor Dr. Eva started being part of the Care Factory together with teachers Dr. Nébia Maria Almeida de Figueiredo and Dr. Teresa Tonini in 2002 with great dedication. The Care Factory aims to: Provide care to people who seek the Care Factory for health promotion and maintenance; respect the right of decision of the user and/or family as to the care to be implemented; provide teaching, research and extension fields; develop transdisciplinary activities to meet community expectations regarding quality of life, culture and leisure; strengthen strategies that enable people to seek self-knowledge and self-care to live and live better and disseminate practices and knowledge produced.

The Factory has the following workshops: Clinics (Hypertension and Diabetes); Nutrition; Sports and Leisure (Judo, Kung-Fu); Alternative Practices (Yoga and Shiatsu); Art and Culture (Music and Health, Ballet, Theater and Ballroom Dance). The activities are offered to people who live in the communities attached to Alfredo Pinto Nursing School: Lauro Muller and Adjacencies Street Residents Association (ALMA); Benjamin Constant Village Association (AMOVILA), composed of children, adolescents, adults and the elderly; and the internal Community of the University, made up of teachers, students, technical - administrative and outsourced workers. .



Prof. Dr. Nebia Maria Almeida de Figueiredo, creator of the Care Factory, giving a lecture at the “1st Meeting of PROGEPE Retirees”

In 2014, Professor Eva Maria implements in the Care Factory Program the Literacy Project, in partnership with Prof. Dr. Adrienne Ogêda Guedes, Faculty of Education/UNIRIO, (honored in this column in November/2015), called “Extension Project: Reading and writing practices, cultural group for youth and adults: extension of the school of education and the care factory.” The project that aims the development of oral expression, reading and writing of UNIRIO outsourced employees and started in March 2015. According to Professor Eva Maria, this was another dream come true for her, Professor Nébia Maria and Professor Teresa Tonini.

An average of 4,000 people are assisted each year in the various Care Factory workshops, including outside activities.



Prof. Dr. Eva Maria Costa and Prof. Dr. Nebia Maria Almeida de Figueiredo at the Care Factory

Since November 2015, in partnership with Professor Maria Lúcia Teixeira Polônio, she coordinates the pilot project “PROGEPE in the Right Measure,” which aims to promote health through weight loss via physical activity nutritional guidelines and monitoring of blood pressure and glycemic rate of UNIRIO People’s Management and outsourced personnel (PROGEPE).



Prof. Dr. Eva Maria Costa and Prof. Dr. Maria Lúcia Teixeira Polônio acting on the pilot project “PROGEPE in the Right Measure”



Prof. Dr. Eva Maria Costa and Prof. Dr. Maria Lúcia Teixeira Polônio during a meeting with participants of project “PRO-GEPE in the Right Measure”

One of the remarkable moments experienced by Professor Eva was the defense of her PhD thesis, at Vera Janacópulos Auditorium, in February 2015, entitled “Evaluation of the Actions Developed in the Care Factory Program: management of the help provided to clients.”

In 2015, in recognition of her work, the Rio de Janeiro Regional Nursing Council (COREN - RJ) nominated Professor Eva Maria to the Federal Nursing Council (COFEN) to be honored with an Award whose exhibition is on the Anna Nery National Nursing Museum (MuNEAN), located in Salvador - BA. Also in honor by MuNEAN, at the last meeting of the Collegiate Course of 2015, in the Auditorium of the Alfredo Pinto Nursing School, at UNIRIO, Prof. Dr. Eva Maria Costa, received the Lamp from COREN-RJ, symbol of Nursing.

This symbol is a tribute to Florence Nightingale, born May 12, 1820. She was a milestone for world nursing. After much study and dedication to patient care, Florence went to the Crimean War, where she led 38 volunteers and organized the field hospital. The soldiers called her “Lady of the Lamp” because, with the flame of a lamp, she walked through the wards attending to the sick at night. For this reason the lamp is the symbol of Nursing.



The Lamp (which is the symbol of Nursing) with the plaque “History of Brazilian Nursing:

In her free time, she likes to walk, do yoga, cook and especially take care of her family, home and friends. “UNIRIO is my life, it has given me the opportunity to grow professionally. I have a great professional commitment with the University,” said the professor. To the new employees, Prof. Dr. Eva Maria Costa, advises dedication and commitment to the institution, not forgetting to invest in their own qualification.

“ (...) I keep with the University great professional commitment ”



The Nossa Gente column pays tribute for another category of UNIRIO's (Federal University of the State of do Rio de Janeiro): outsourced workers. In order to represent this category we chose employee **SIMONE WANDERLEY ARAUJO LOIOLA**.

With a degree in Law, Simone began serving at UNIRIO in March 2002 at the Secretariat at the Center for Humanities and Politics. She also worked at the School of Legal Sciences and the Legal Practice Center and served at the Data Processing Center (CPD), today called Directorate of Information and Communication Technology (DTIC).

In 2007 she began to provide services in the administrative area, at the Secretariat of the Department of Human Resources (HRD). During such period, she specialized in the area of Human Resources.



Simone at her desk and
Carlos Guilhon, Director of
DGPA

Simone participated in the transformation of the former Human Resources Department (HRD) into the Dean of People Management (PROGEPE) and serves as secretary of the Director of the Administrative Process Management Directorate (DGPA), Carlos Guilhon. Always helpful and trying to solve any problem when requested, it is difficult not to know Simone, who does her best for PROGEPE and UNIRIO. Special highlight during the period of the creation and relocation of PROGEPE from Urca to Downtown.



José Carlos e Simone na época da mudança da PROGEPE

Simone is currently one of the participants of the “PROGEPE in the Right Measure” Project and also participates in the zumba classes at PROGEPE.



The zumba class of the Project “PROGEPE in the Right Measure”

Simone had a number of remarkable moments, but September 2008, when her daughter Giovana had an accident at home and lost sight of one eye, the support of a number of friends, colleagues, acquaintances and strangers was instrumental in both her personal and her professional life. The birth of daughter Giovana was the best event for Simone, which brought her more balance and responsibility in all segments of her life. Another unforgettable moment for her was when her colleague Vanessa fainted during a meeting after the creation of PROGEPE, in Urca, and at that moment the unity of the team that participated in the meeting prevailed and everyone stopped to help a her classmate.



Simone with daughter Giovana

“ UNIRIO is a school that over the years has been growing and leaving its history ”

Simone's family group consists of father Caetano Roberto A. Loiola, mother Elisabeth Cardoso Wanderley, stepfather José Roberto Diniz Gonçalves, stepmother Salete Loiola, brother Roberto Wanderley Araujo Loiola and sister Bruna Loiola. Her daughter Giovana Beatriz Mancini Loiola Moura. She considers as brothers Bruno Marques Diniz Gonçalves and Roberto Veiga Diniz Gonçalves, already deceased, children of her stepfather, who were raised together.

In her spare time, she likes to walk with her daughter Giovana, her pride and joy, and her little friends. She also enjoys watching television, going to the movies and cooking. Her hobby is makeup. “UNIRIO is a school that over the years has been growing and leaving its history,” according to Simone.



EDITORIAL

Dear PROGEPE *informa* READERS, We report to the Newsletter EDITORIAL 004, August 2015, when, at that time, we indicated the motivation and real objective of PROGEPE *Informa*. Thus, we created this tool to disclose monthly information and events, related to professional attributions and activities, within the scope of PROGEPE, as in the previous three editions. At that time, the column was launched under the title: NOSSA GENTE, which aims to honor all members of our Workforce: Teachers; Technical-Administrative employees; Reinstated employees; Outsourced employees; Temporary employees and also our Fellows and Interns should deserve the usual honors, in due time. However, in this edition, there was a consensus to promote an unprecedented tribute of a team: the TELEPHONY team, based in the

Directorate of Information and Communication Technology (D'TIC), in Urca.

We would like to thank DTIC Director Paulo Roberto Pereira dos Santos and the Head of the Information and Communication Technology User Service Division, Ricardo Grangeiro Barreto, for welcoming our invitation. In due course, we will continue to honor other members of our WORKFORCE, within the University, who may also be nominated by you: our distinguished readers. To this end, use the GERE (Relationship Management) channels, indicated at the bottom of the last page of this issue.

I hope you like it,

Carlos Antonio Guilhon Lopes
Dean of People Management *Pro tempore*

In the picture below, we present our honorees from this month:



Romeu Cândido de Oliveira, Ricardo Grangeiro, João Batista Gomes Chiapim and Luiz Carlos Pires, from the DTIC Telephony Team

We feel obliged to make additional comments on the origin of this professional category, which since May 2009 has been part of our workforce. Today we have about 70 reintegrated employees at UNIRIO.

Reintegrates originate from an Amnesty Act issued by the Special Interministerial Amnesty Commission (IEC) of the Ministry of Budget Planning and Management (MPOG). From the grant of Amnesty, based on law 8.878/94, the civil servant/employee seeks a staffing body and goes to the category of REINTEGRATED.

Also remembering that in the first event “Talking to the Dean: Amnestied,” held on November 12, 2014, the Magnificent Dean thereafter, by his understanding said that everyone in UNIRIO should be called reinstated and not simply amnestied. Our understanding also adds that the amnesty is a pardon for error of the Federal Public Administration with these servers, not being therefore an indult per se, because the mistake was of the government and not of the employees that were mistakenly dismissed during the Collor administration in 1990, even hurting precepts of the 1988 Federal Constitution. To illustrate, we have one of the concepts of Amnesty:

“Amnesty is, par excellence, the perfect expression of ACQUIRED RIGHT. Amnesty does not recant. When granted, it is irreversible. It is final, perpetual, unreformable. When granted, it is unenforceable. WHO RECEIVES IT, CANNOT REJECT IT, SUCH AS WHO LIBERALIZED IT, CANNOT SUBTRACT IT.” (Source: No magistério de Rui Barbosa, article “Via Crucis” dos Anistiados).

The ultimate goal of reintegrated employees in UNIRIO or any other Federal Public Administration body is to achieve the transformation of their employment status from Labor Laws Consolidation (CLI) workers to Single Legal Regime (RJU) workers based on the Act of Transitional Constitutional Provisions (ADCT 19). - CF/88) and also compliance with art. 243 of Law 8,112/90, corroborated by art.

39 (Direct Action of Unconstitutionality (ADIN-2135-4) of the Federal Constitution, as informed by the Director and General Coordinator of the RJU-JÁ Group, José Antônio de Oliveira. In addition, according to the Director Augusto Cesar Vidal da Silva, Deputy Coordinator of the RJU-JÁ Group, the discussions follow the MPOG, where the reintegrated workers are represented by the Confederation of Workers in the Federal Public Service (CONDSEF) in search of a Collective Bargaining Agreement. (ACT) to pacify these issues. In the same sense, in the National Congress are the reintegrated workers contemplated with several projects, such as: Proposed Amendment to the Constitution (PEC)-250-A/2008; Draft Legislative Decree (PDC)-239/2015 and also Bill (PL)-3846/2008. Following are the honorees from this issue.

Telecommunications Technician **ROMEU CANDIDO DE OLIVEIRA**, photo below, started his exercise on 08/03/2011, exactly on his birthday, always at DTIC, but working in all UNIVERSITY CAMPI and works as a team with the other specialists located and welcomed here.

ROMEU has in his family group his sister IVANILDA and his niece JANAÍNA KELLY. In his spare time, he takes care, with his sister, of the socio-environmental project called ECOSULACAP (a reforestation project within our city), creation of his late brother-in-law, Dr. Eduardo De Sousa Carvalho. In addition to this project, colleague Romeu, actively participates in the social activities of GOIRJ (Greater

Independent East of Rio de Janeiro) and SASE (Evangelical Social Service).



Romeu at his workplace

Our colleague **LUIZ CARLOS PIRES** - Network Technical Assistant; Pires, as he likes to be called, was the pioneer, that is, the first to arrive from this group of telephony specialists, i.e. “the captain of the trio”. But his exercise began on the same date, on 08/03/2011. Pires likes soccer and watches matches in Bangu/Realengo often. He travels almost always to the south of Minas in the Itamonte Region to enjoy the weather and to see old friends. Pires is very proud to talk about his only son, Luiz Felipe, who lives in Santa Catarina and is a servant of the Ministry of Agriculture.



Pires, Vinícius, Romeo, Andrew and Bruno,
who are part of the DTIC team

Finally, colleague **JOÃO BATISTA GOMES CHIAPIM**, holder of the post called IRLA (Installer and Repairer of Appliance Lines) arrived last on 12/01/2014 and put on his shirt of the trio team who together perform their duties with mastery, which has yielded to the three compliments of many but all work to serve this good cause of installation and maintenance of all or any telephone communication.

Chiapim, in his holidays likes to enjoy his family: The Wife Maria Lucia and daughters Cristine and Olga Dijamila. This team, coming from the extinct Telerj, returned to Direct Administration within the Ministry of Communications. During this period dedicated to UNIRIO, has reaped many professional victories in view of this complex maze of wires and cables that support communications via network or cable, so

important to the day to day of each one. They thank the opportunity of the interview and tribute and also to UNIRIO, in particular, for the welcome and support of all with whom they militate daily.

“ ...Amnesty is par excellence the perfect expression of RIGHT Amnesty recant. When grantec, it definitive, perpetual, unreformable. When granted, it is unenforceable. WHO RECEIVES IT, CAN'T REJECT IT, AS WELL AS WHO LIBERALIZED IT, CANNOT SUBTRACT IT

RUI BARBOSA ”



OUR honoree this month is for 36 years old at UNIRIO. Born in the city of Castelo, Espírito Santo, **DAVID DE SOUZA BORGES**, came to Rio de Janeiro in 1972 at the age of 18 to perform compulsory military service. For four years, he worked as a security guard at Gaffrée and Guinle University Hospital (HUGG) through the Confederal Company. At the time he was Team Leader at Confederal and just like all company colleagues, decided to work at UNIRIO, which to his surprise, shortly thereafter tripled his salary.

Administrative technician David Borges has worked in several units of the institution. He joined UNIRIO on 03/10/1980 in the position of Administrative Assitant based in Central Administration, that used to



David Borges atualmente
é lotado no Instituto Biomédico

be in Botafogo. After four years he went to work in the materials area of HUGG. He then returned to the new Central Administration building, which had been moved to Urca, but this time as Chief Heritage Officer. He also worked as Administrative Secretary of the Center for the Faculty of Arts (CLA). Today he holds the position of warehouseman.

He returned to the Central Administration at the Dean, as Head of Supply Service. He was also Director of the Support Activities Department (DAA) and returned to the Warehouse. He was invited to work at the Ministry of Health at Andaraí Hospital and when he was retiring he received several invitations to return to UNIRIO, one of them being from the Director of the Biomedical Institute (IB), Marcello Xavier Sampaio, who invited him to participate in the restructuring of I , where to this day he works with great proficiency and motivation.

One of the most remarkable moments was when he joined the UNIRIO Library Entrance Exam, which made many friends happy. He studied with UNIRIO fellow, Luiz Carlos Moreno, and was Prof. Marcos Miranda's student, who is Director of the Institutional Information and Evaluation Board (Dainf). He later specialized at Cândido Mendes in School Administration.

He longs for his late friend Raimundo Celestino Sampaio Pinheiro, who worked at Gaffré Laboratory and became Chief Financial Officer with much praise. According to David, "Little Raimundo, celé to the intimate friends, was a great teacher for all."



David durante a reunião sobre férias promovida pela PROGEPE no IB

David currently participates in the training course on Fundamentals in Participatory Methodology at the Office of the Dean of People Management (PROGEP).

David's family group is composed of his wife Lúcia Regina Sales de Souza Borges and his daughters born in Gaffré, nutritionist graduated from UNIRIO, Alba Valéria Sales de Souza Borges and Biology student at Unigranrio Luciana Sales de Souza Borges.

A Botafogo fan, in his spare time he likes to work with gardening, planting fruit plants and identifying species. He has the goal of developing a project to catalog IB plant species.

David advises new employees to study and prepare for new opportunities and set goals. “UNIRIO means personal and professional fulfillment,” according to Borges. .



David (center) attending Participatory Methodology course



David with his family at wife's graduation



David Borges is interested in planting and identification of plant species



The Nossa Gente column has as interviewed of the month of May, the Assistant Professor of the Federal da Universidade University of the State of Rio de Janeiro (UNIRIO), **ANTONIO RODRIGUES DE ANDRADE**. Antonio holds a postdoctoral degree in Information Science from the Brazilian Institute of Information Science and Technology (IBICT)/Federal University of the State of Rio de Janeiro (UFRJ) and in Business Administration from the University of Porto. He joined UNIRIO on January 14, 2009. He has worked at the University as a Professor, Director of the School of Business and is currently Extension Director and Coordinator of the Regina Lugarinho Participatory Methodology Center. .



Professor Antonio Rodrigues de Andrade

He develops the research “The university-business relationship applied to the formation of the Administrator” and is a member of the Structuring Teacher Center (NDE) of the Archivology and Social Science Degree Courses. He taught the subjects of the Business Course: Introduction to Administration, Process Management and TCC Guidance; and currently in the Archivology Course: Administration II, Process Management and TCC Orientation. He also worked in the Tourism Course where he taught the subjects of Administration II and Entrepreneurship.

Prior to UNIRIO, he was a professor at the Getúlio Vargas Foundation (FGV), the Brazilian Institute of Capital Markets (IBMEC), the School of Advertising and Marketing (ESPM) and Estácio de Sá University. He was Director and acted as a consultant in several consulting companies until he had one himself, and also had the opportunity to participate in the Board of IBCO (Brazilian Institute of Organization Consultants). He worked at companies such as CAPEMI, Banco Nacional, FININVEST and Varig. He was Vice-Chairman of the Rio de Janeiro Regional Board of Directors, for two terms, and Chairman of the Deliberative Council of the Rio de Janeiro Institute of Administration.

In March this year, in partnership with the Permanent Formation Sector (SFP) of the Dean of People Management (PROGEPE), Professor Antonio taught the Fundamentals in Participatory Methodology course for UNIRIO’s servers and employees. In

addition, he develops the Participatory Methodologies project which aims to contribute to the planning and decision-making process in a participatory manner at UNIRIO and social institutions in Rio de Janeiro. Monitor training programs are being developed for technical administrative staff and teachers interested in working internally at UNIRIO, with the aim of guiding and advising the administrative units. For the next semester it is planned to include content in subjects so that students can also participate acting outside of UNIRIO and is scheduled for July the course of Process Management for servers and employees of UNIRIO, once again in partnership with PROGEPE and jointly with the Directorate of Information and Communication Technology (D’TIC) of UNIRIO.

Professor Antonio’s family group consists of his wife Monica, five children, André Luiz, Flavio, Ana Beatriz, Karine and Bruna and two granddaughters, 1 year-old Maria Eduarda and Lara, who will be 2 years old. In his spare time, he enjoys listening to music and reading.

A remarkable moment was joining UNIRIO, and working on the Participatory Methodologies Project has been rewarding. “UNIRIO is very important because I can dedicate myself to what I like,” but nothing beats the birth of my granddaughters, concluded Professor Antonio.



Professor Antonio de Andrade during practical class of the Fundamentals in Participatory Methodologies Course

“ A UNIRIO has a large importance because I can dedicate myself to what I like. ”



Differently from the dietary diets for weight loss she usually prescribes, our honoree this month is an extremely sweet person and a great professional: **Professor Dr. MARIA LÚCIA TEIXEIRA POLÔNIO**. It is hard not to pass by the Care Factory without knowing Prof. Lúcia Polônio, PhD in Public Health and Environment at the National School of Public Health /FIOCRUZ.

Our interviewee has a long and rich history with the Federal University of the State of Rio de Janeiro (UNIRIO), since July 1981, when she passed the entrance exam of the Nutrition course. As a student she was a monitor in the disciplines of Dietetic Technique and Nutrition in Public Health, and participated in research by the Department of Nutrition in Public Health.



Prof. Lúcia Polônio
at the office
of the Care Factory

In July 1985, shortly after graduation and completion of the Nutrition course, she began working as a nutritionist at the Ataulpho de Paiva Foundation, a company where she had completed an extracurricular internship.

She was admitted to UNIRIO on 12/29/1989, after being qualified in a public exam of tests and titles, for Higher Education teaching, for the auxiliary class I, in the regime of 20 hours per week. Still in 1986, through a public tender, she worked as a nutritionist at the Rio de Janeiro State Department of Health and Health, acting in the Food Supplementation Program (PSA), a public policy implemented by the Federal Government at the time. In 1994, as Assistant Professor III, she changed her work schedule from 20 hours per week to exclusive dedication. Currently she belongs to level I associate professor class.

Since 1989 she has been working at the Department of Nutrition in Public Health (DNSP). The previous year, as a substitute teacher, she taught classes in the Nutrition Assessment discipline. In March 1990, as effective teacher, she began to teach Maternal and Child Nutrition, in partnership with the responsible teacher, Maria Thereza Furtado Cury.

She is currently responsible for the Maternal and Child Nutrition discipline of the Integral Nutrition course. In addition, since 2002, she has been the preceptor of Nutrition students who undertake a curricular internship in Social Nutrition at the Nutrition Outpatient Clinic of the Care Factory Extension Program.

At the present time as a teacher she is developing research in the field of public health and with two ongoing projects: 1. Perception of risks and adverse health effects associated with the consumption of food additives; 2. Eating practices in children less than two years old. She has also contributed as a reviewer of articles in three scientific journals: 1. Research Magazine: Cuidado é Fundamental (Online); 2. The journal of nutrition health and aging. 3 BMC Geriatrics (Online).

She served as a full and alternate member of the Higher Education and Research Council (CONSEPE), in 2008 and 2011, respectively. She participated in the Board of Directors Association of UNIRIO (ADUNIRIO) - Trade Union Section of ANDES-SN, from 2001 to 2003, 2007 to 2009 and 2009 to 2011.

As a public servant, she has been assigned to various Board Disciplinary Administrative Committees (PAD). She participated as a full member of the Community Consultation Process Operationalization Committee for choosing the Dean - 2011/2015 Management and 2015/2019 Management. In 2015, she was part of the Commission responsible for organizing the community consultation process to appoint members of the UNIRIO Superior Councils (CONSEPE and CONSUNI).

She is currently on the Commission responsible for organizing the community consultation process to appoint members of the Permanent Teaching Staff Committee (CPPD). She is part of the UNIRIO

Research Ethics Committee since September 2012. É effective member of the College of Nutrition Course, effective member of the collegiate of the Department of Nutrition in Public Health and member of the Evidence Stage Evaluation Committee of the Department of Nutrition in Public Health. She was also a member of the Regional Council of Nutritionists - CRN4 management from 1998 to 2001.

Still as a teacher, she has published scientific articles, book chapters. In addition to guiding graduation assignments (TCC), she participates in TCC assessment boards, test boards and teaching career titles at UNIRIO and other Public Universities, postgraduate course boards, defense stands for Masters and Doctorate degrees. She also participates presenting scientific papers, together with her fellows and monitors in Congresses and Symposiums in the area of nutrition and public health.

Professor Dr. Lúcia Polônio is also part of the Care Factory Extension Program of the Federal University of Rio de Janeiro State (UNIRIO). It is a broad program that encompasses various health, physical activity and citizenship actions. Nutrition care, part of the Project Workshop Nutrition Keep an eye on your health that has been since October 1999, once a week, in the basement of the Alfredo Pinto Nursing School Building. The Care Factory Program was designed by Professor Nébia Maria Almeida Figueiredo and implemented by a group of teachers from the School of Nursing.

Currently the program is coordinated by Professor Eva Maria Costa. The purpose of care é is to provide free individual and collective assistance to the internal (students, technical-administrative employees and faculty of UNIRIO) and external (population of Urca neighborhood and adjacency and family members of the community) people regarding health promotion through nutritional guidance and encouraging the adoption of eating practices and healthy lifestyle. The clientele served at the Care Factory, in addition to the individual nutrition consultation, can also participate in cooking workshops, which aim to spread and enhance healthy eating practices through the elaboration of healthy culinary preparations. Two workshops are organized per year, one each semester.

The project also receives students from the seventh period, to perform curricular and extracurricular internship. Students are accompanied by Prof. Dr. Lúcia Polônio in all activities developed, such as: first time consultations, subsequent consultations, cooking workshop for clients served at the Care Factory, activities outside UNIRIO (integrated activities in the square, at Benjamin Constant Institute, Research Center and Mineral Resources, among others).



Culinary Workshop held in December 2015 with clients and nutrition trainees of the Care Factory



Prof. Lúcia Polônio during nutritional orientation with PROGEPE Project participants

Also through the Care Factory, teachers Lúcia Polônio and Eva Maria Costa develop in partnership with PROGEPE (Dean of People Management) of UNIRIO the project PROGEPE to the right extent, when from November 2015 to March In 2016, they provided nutritional assistance, as well as glucose measurement and blood pressure measurement of PROGEPE employees and contractors.

Prof Lúcia's family group. is made up of her father Manuel, who lives in Portugal, her husband Fernando, her four stepchildren Rafael, Gil, Glauco and Isabel, her brother Fancisco, who lives in France with his wife Luciana and their two French children Isis and Matheus, their two aunts, Adelia and Ana and some cousins like Maria de Lourdes, Conceição, Ana Maria, Nelson, Carlinho, Hilda, Paulo, Luiz and Elisabete, Fernando, Leonardo, Celia, Eduardo, Jessiane and Leilane. There is also the cat Linda, who was picked up by teacher Lúcia in 2002, at Campo de São Bento Square, in Niterói, and since then, she has participated in every moment of her life.

According to Prof. Lucia, married to Fernando since 2005: "He is an exemplary father, very affectionate, always available to advise, support his children in their life projects. He is also an excellent doctor, very affectionate and dedicated to his patients. Besides being a great doctor he is a musician too. He has been playing the guitar since he was 13 years old and his hobby is to perform with his group and three other medic friends." In her free time, Prof. Lucia Polônio

likes to go hiking. Often she goes to UNIRIO on foot. She also likes to travel and meet new places. She loves movies and watching television with her cat Linda on her lap.

A remarkable moment at UNIRIO was when she opted for the exclusive dedication regime, as she had to ask for the resignation of the position of nutritionist in the State government, where she loved the work she was doing. At the time, she was part of the Rio de Janeiro State Health Workers Union and played an intense militancy in the health movement, but thought it was time to devote more to the teaching career and thus to spend 40 hours with exclusive dedication was fundamental. Thus, she replaced health activism for education, acting in three administrations of ADUNIRIO, Trade Union Section. “After all, the fight is the same, to unconditionally defend a free and quality public health and education policy. It was hard to make that decision,” recalls Lúcia, who still feels she has made the best choice for her life.

According to Prof. Lúcia: “UNIRIO represents a lot in my life. In these almost 27 years at UNIRIO I have learned a lot from my students and from my colleagues in the department and school of Nutrition. I have experienced good and bad times in educational policy. In my daily life, I always tried to have an ethical and professional attitude. I have always fought for a free, quality public university. A lifetime of dedication and love to this institution, as I took the first steps of my academic life here. I made many friends, not

only at the School of Nutrition, but at other health courses, and especially at the School of Nursing, where I have many partners. Through other sectors of UNIRIO I walk as if it were in my home (CCH, CLA, PROGEPE, DEAN, OFFICE OF THE DEAN, DTIC, Reprographics, Transport Sector, Surveillance, Cleaning, etc.). Anyway, I was always received with great affection in the spaces of UNIRIO. UNIRIO is undoubtedly my second home. After so many years in the same institution, the relationship with people becomes familiar. This is undoubtedly the highlight of UNIRIO, a small university that looms large in human relations. People know each other, talk to each other. With the implementation of REUNI (Restructuring and Expansion of Federal Universities) many servers were incorporated into UNIRIO staff, and it was undoubtedly a great advance for the university in the field of undergraduate, research and extension. We made a quality leap. UNIRIO has grown!!! But I hope that this welcoming environment will continue at UNIRIO. We have to host the new servers and be open to this host. I am happy to walk around the university and greet everyone, not for education, but for knowing them and getting to know a little about their history,” said Prof. Lúcia Polônio.



Our honoree of the month of July is employee **CRISTIANE DA SILVA PEREIRA**, Assistant in Administration, currently Head of the Personnel Administration Division (DAP), of the Dean of People Management (PROGEPE). Graduated in Accounting and Specialist in Human Resources Management, she entered the Federal University of the State of Rio de Janeiro (UNIRIO) in December 14, 1989.

She began her career at the former Academic Dean's Office (PRAC) and the Dean of Community Affairs (PRASC). A few months later, she was assigned to the General Protocol Service and then to the former Department of Human Resources (DRH), today the Dean of People Management (PROGEPE).



Cristiane Pereira, Chefe
da Divisão
de Administração de
Pessoal da PROGEPE

At DRH she worked at the Payment and Charge Preparation Service (SEPE), then was Head of the Admission and Personnel Registration Service (SACP) and today is Head of DAP.



Cristiane Pereira attending the event “Talking to the Rector: Reinstated”, June 2016

Her family nucleus consists of husband Iranil and 16 year-old son Victor Hugo. When she is on vacation, she enjoys traveling with family and friends. With the goal of taking care of health, walking and going to the gym has become a hobby for Cristiane Pereira, who also likes to enjoy good live music. Cristiane was also one of the creators of the “PROGEPE in the right measure” Project in partnership with the UNIRIO Care Factory,” held from November 2015 to March 2016, at the Dean of People Management.

A remarkable moment at UNIRIO for Cristiane was in 1995, when she suffered a serious accident, where she almost died. At this difficult time, she had a show of friendship and affection from the friends of the former DRH and also from much of the University, who gave her and her mother full support when they were going through this difficult situation. “It was a bad event, but it changed and improved many things in my life and I could see how much I loved everyone at the University,” said Cristiane.



Cristiane Pereira with Carlos Guilhon, Dean of People Management at UNIRIO

EDITORIAL



Dear PROGEPE Newsletter READERS, Mainly in this issue we got to honor a student, who is a student of the Public Administration and attends classes within of CCJP (Center for Juridical and Political Sciences) of e frequenta aulas no âmbito do CCJP (Centro de Ciências Jurídicas e Políticas) UNIRIO, UNIRIO, located in Botafogo, at Rua Voluntários da Pátria, 107. Our honoree undergoes internship at PROGEPE Unit and is currently at the DAFFP (Functional Monitoring Division and Ongoing Formation), an integral part of the organizational structure of the People Development Directorate (DDP), under the direct supervision of the Administrator Alessandra Fortuna.

So we want to thank the Headships DDP / DAFFP for having endorsed the invitation from the staff of the Relationship Management - GERE to Intern **JULIANA FONTENELLE POTASCHEFF**. With this issue from NOSSA GENTE column, we can celebrate the insertion of all categories components of our WORKFORCE, meaning that everyone can feel present here. So, today we have the inscription on OUR PEOPLE of 13 full members of this column, of which: 5 Technical-Administrative employees; 4 Teachers; 3 Reinstated workers, 1 Outsourced employee and finally 1 Intern, totaling 14 people.

Our compliments to all CCJP staff, which is responsible for the Public Administration Course, which has the following information: CURSO DE ADMINISTRAÇÃO PÚBLICA

Academic Regime	Semiannual Credit
Working shift	Full (Morning and Afternoon)
Number of vacancies	50 places per semester
Total Workload	3.000 hours
Duration	Minimum - 8 semesters
Duration	Maximum - 12 semesters

Source: UNIRIO website

Good reading,
 Elisabete Strazeri
Dean of Managing People in Office

Intern **JULIANA FONTENELLE POSTASCHEFF** is a student of UNIRIO at Public Administration Course at the CCJP Campus (Center for Juridical and Political Sciences), in the neighborhood of Botafogo. It appears in her Curriculum Vitae as objective of her internship at PROGEPE: “Internship in order to collaborate in a work environment where I put into practice and improve my knowledge, prioritizing the benefit of the institution and my personal and professional growth.” Within the scope of PROGEPE, JULIANA is an intern in the Division of Functional Monitoring and Ongoing Formation (DAFFP). Part of the organizational structure of DDP (People Developing Office).



Fontenelle, PROGEPE intern

In the Division where she is based, under the direct supervision of Administrator Alessandra Fortuna, Head of DAFFP, the intern/student participates in the development of the sector's duties, which is part of DDP, under the general coordination of Director Monica Vetromille.

The choice of this course was sui generis, as Juliana was somehow attracted or influenced to pursue the career of her metallurgical engineer father or law-educated mother. At first, she decided to pursue a degree in production engineering, due to the curriculum being attractive to her professional aspirations, with a view to the near future. However, in early 2013, she enrolled in the SISU (Unified Selection System) and was thus "hooked" by the idea of pursuing a degree in Business Administration, with an emphasis on Public Management. A course that until that moment she did not know of its existence. Immediately, following her report: WHY NOT!?!

So soon after completing the formalities of that system, she was to finalize her enrollment in the CCJP. One more surprise: The address indicated, Rua Voluntários da Pátria, 107, was that "pretty little house" that already attracted her attention when, sometimes, she passed by, and today is her home turned to the graduation chosen by her. Informally, it was clear that her father, a training engineer, had indeed suggested a path towards his field of knowledge, but it is concluded that the cradle of management arose exactly in the field of production engineering, as we know.

Production engineers: TAYLOR and FAYOL were the creators of the so-called Scientific Administration.



Alessandra Fortuna, Juliana Fontenelle and Monica Vetromille

Juliana commented on her greater perception in her daily life, within the university environment and summarized as a positive aspect: "It's the DIVERSITY." Having studied at pH (college/course), where all her colleagues lived near the college, in addition to having a reasonable standard of living, in the socioeconomic aspect, she began to live with many colleagues whose internships were very distant from their homes, such as those from the Westside of our city. This daily contact has brought positive values to emerge toward solidarity and understanding with one's fellow man..

Another aspect narrated in a peculiar way was related to the week of the traditional “PRANK”, characterized by her as respectful, and served a lot for a faster integration of all. New (freshman) and older students. “I LIKED IT... I LIKED IT A LOT,” said JULIANA. “Thumbs up for UNIRIO”, she concluded.

She said that the interpersonal relationship between students, teachers, technical-administrative and outsourced employees occurs in a healthy way, and all services available on the campus work properly. However, she made an important caveat when she found that there was no canteens in that UNIRIO unit and everyone who studies, works or goes there would have to go through the streets of Botafogo to have snacks or even have a coffee or a soda. However, she later stated that this problem was met when installing a trailer. Therefore, problem solved.

She also highlighted the existence of a Junior Administration Company called PATAMAR-Consultoria installed in its own room in the building attached to the CCJP main building. In addition, she proudly highlighted her presence and participation in the National Meeting of Public Administration promoted by the active DAAP (Academic Directory of Public Administration), held at the end of 2015. In this event, lectures were held on different topics of interest to the students. also, with the participation of students from other institutions, including UFRJ (Federal University of Rio de Janeiro).

Juliana, in her holistic view, notes as a limiting factor the current context of the country, due to the political-institutional crisis, which may hinder short-term planning, but even not being able to achieve immediate results in this now turbulent scenario, she believes in her generation. Therefore, the solution mechanism will necessarily have to be well prepared planning aiming at: identifying opportunities; taking advantage of those opportunities possible, and always renewing knowledge.

She mentioned with great propriety and wisdom: “Crisis is the best time to INNOVATE, in order to make choices in professional and personal life, we have to be sure of what we really want, avoiding the wrong path and consequently wasting time, frustration and setback.”

We list some direct and objective in some way provocative questions made to our honoree, and here is the result: - A sentence? Search in what I have already commented. - A book? I'd rather not to specify one, would be many. - A place? MY HOUSE. Congratulations!

She commented that the creation of PROGEPE in her opinion was a positive decision and as authoritative suggestion she commented: “Improve communication.”

Her graduation is scheduled for December 2017, but the graduation committee is in full operation. She promised to invite PROGEPE people, especially those who work at DDP/DAFFP. We look forward to your graduation...



Juliana Fontanelle participating
of the team meeting that is part of DDP

Her family group consists of her father engineer and teacher Ricardo, her mother, lawyer Leny and her younger brother Flavio, who studies at QI school. In the end she thanked for the important opportunity to represent, in this space, the student's perspective on the university, as well as praise the professional daily coexistence, together with the PROGEPE/ DDP/DAFFP, in particular with Monica, Alessandra and secretary Rose. She declared that everything is contributing for her personal and professional growth in this initiation walk, observing daily the problems of each people being solved by the sector. In some experienced cases, she felt the emergence of a high stress rate and that sometimes there is no acknowledgment and even understanding of the limits pertinent to each one's attributions. But it is known

that there are almost always solutions, but it is clear that there are limiting factors, Juliana concluded.

“ Crisis is the best time to INNOVATE ”



Once more we are paying tribute to an outsourced professional of the Workforce of the Federal University of the State of Rio de Janeiro (UNIRIO). Working at Gaffrée and Guinle University Hospital (HUGG), and we promptly asked: Who knows the popular MESSIAS? Probably almost everyone. The task of summarizing a worker's working life is a challenge we face with each issue of this column. For this reason, we always count on the honoree's acquiescence, as well as the understanding and support of first and second level management, and other colleagues in the same work environment, to which we are grateful. In this specific case, it could not be different, we had the collaboration of HUGG's own this professional is works, paying direct advice to the Administrative Superintendence occupant (SUAD), without failing to participate and



Messias Oliveira works
at HUGG Administrative Superintendence

to collaborate on various affairs with the office of the director Dr. Fernando Ferry. sem deixar de participar e colaborar com assuntos diversos afetos ao gabinete do diretor Dr. Fernando Ferry.

That said, we list in short the data and information professionals of Assistant of Administration, **MESSIAS DOS SANTOS OLIVEIRA:**

- Allotment effective: Cabinet of the Board HUGG/SUAD.
- Date of exercise: 06/02/2008.
- Specific Functions: Customer service in general; receipt of documents from the secretariat of direction; distribution of documents as well control and archiving relevant to the cabinet collection and management of related work process the Administrative Superintendence (SUAD).

However, Messias, considered a “seven instruments” professional brought to our institution a baggage of decades throughout the construction of his profitable career, going through big companies, always being assiduous and stable in his previous settings. In these companies, for several decades, he held positions and prominent functions and during years of journey he accumulated a lot of experience and specialized as manager in some specific areas. Thus, we can say he was “student and teacher” at the same time. This gave him security, since in a such a way, it guaranteed his employability. All due to

the special way he receives and treats people, as well as efficiently meeting the demands trusted to him without abandoning the pertinent aspects to effectiveness. He that left friends in each institution he worked, but certain of the duty accomplished in each one from them. We now cite some companies where our that honored acquired, to same time when lent his knowledge generously and of a lot of proficiency, as shown daily here at UNIRIO/HUGG:

- PRICE WATERHOUSE PEAT & CO: 12/01/1973 – 09/30/1979. FUNCTION: TECHNICAL ARCHIVIST.
- ESTALEIRO CANECO S/A: 07/01/1982 – 10/30/1988. INCHARGE ADMINISTRATIVE TRANSPORT.
- BRASPÉROLA: 11/01/1988 - 11/01/1995. ASSISTANT OF REGISTER AND COLLECTION
- HIBORNE DO BRASIL: 03/01/1996 – 12/30/1996. WHAREHOUSE HEAD.
- MEDICAL ASSISTANCE PLAN MILLER: 03/01/1997 – 08/30/2000. Head REGISTRATION AND COLLECTION.



Messias Oliveira and Secretary Marcia Vasconcellos receiving guidance from HUGG, Dr. Fernando Ferry



Messias Oliveira with Sebastião Barbosa, Superintendent Ad-HUGG's Director and Aline Rodrigues, SUAD Secretary

Messias's family group is made by Marluce Costa de Oliveira, his wife; his children: Bruno; Lívia, daughter-in-law Vanessa and grandson Gustavo Alexandre De Oliveira, in addition to his mother-in-law, nephews, brothers-in-law and great-nephews, making a point of also mentioning them here. His hobbies: listening to music; family barbecuing and playing hole game with friends. A staunch supporter of Bangu Atlético Clube, he longed for the last title of Rio champion won in 1966. Finally, he proudly reported being a resident of Bangu for 35 years. When he was requested to mention a remarkable moment, he did not hesitate: "to have been hired by UNIRIO." He justified: "It marked me significantly for being my first insertion in the public sphere where I am learning more and more

to coexist with new experiences within a different model of organization," that is, the Federal Public Administration, and finished by informing aspects of his professional planning related to his preparation and qualification, aiming to participate in selective processes in the public sector and for that purpose he intends to enroll in several civil service examinations until his effective approval, especially for the event of the Brazilian Company of Hospital Services (EBSERH).



Lucas Souza, Aline Rodrigues, Márcia Vasconcellos, Dr. Max Kopti (HUGG Medical Superintendent), Messias Oliveira and Dr. Daniel Aragão (Nursing Superintendent)

HUGG Board of Directors team formed by Leonardo Alves, Aline Rodrigues, Messias Oliveira (standing), Lucas Souza and Márcia Vasconcellos (seated)





The Nossa Gente column for the month of Teachers Day is very well represented by Director of the Central Library of the Federal University of Rio de Janeiro State (UNIRIO), **MÁRCIA VALÉRIA DA SILVA DE BRITO COSTA**. THE Relationship Management and PROGEPE thank once again for accepting the invitation and the partnership as a columnist for our April 2016 newsletter, in celebration of the 1st year of PROGEPE's Newsletter publication in which she wrote the text "The search for the balance of Communication."

Márcia Valéria has been a UNIRIO employee since 1993, transferred from the Federal Rural University of Rio de Janeiro (UFFRJ) where she joined in 1989. Her academic and professional life has always been in the Federal Public Teaching institutions. She attended



Márcia Valéria, Diretora
da Biblioteca Central da UNIRIO

the first degree at Rio de Janeiro Municipal Network and the second degree at Colégio Pedro II, where she entered by examination in 1982. She graduated as a Bachelor of Library and Documentation from the Fluminense Federal University in 1988. She was an intern at the UFRJ School of Communication library and at the National Library Copyright Office. In the first months of graduation she worked on private projects, such as the organization of the library of Dr. João Sérgio Marinho and the project for organizing the equipment leaflets of the Carioca Catalyst Factory (FCC). As she was preparing to start work at the FCC, an invitation to join a project from FINEP (Financier of Studies and Projects) came up through the invitation of Professor Heloísa Rios Gusmão (UFF). This project addressed the FINEP Institutional Memory and the national scientific memory itself which consisted of analyzing the area of knowledge and the purpose of the research projects presented to the Institution, as well as the microfilming of documents. She worked for only 6 months, then leaving to join the staff of the Federal Rural University of Rio de Janeiro, through, once again, civil service examination.

At the end of 1989, she began her career as a Federal University librarian. Due to her placement in the examination, 2nd place, she was invited to assume the cumulative responsibility of two Sectors of administrative activities of the Central Library of UFRRJ. Leading the Training, and Development Sector of Exchange and Donations, she developed the activities of planning, coordination and supervision

of the activities of exchange, selection and acquisition of monographic and periodical bibliographic material, registration of publications to be incorporated into the collection controlling the write-off of damaged or disused works, and requesting registration in the University's Patrimony. She also implemented automated control of paperwork suggestions for future acquisitions of the Sector.

Due to her performance as head of both Sectors, she was appointed as substitute Head of the Technical Processing Section of the Central Library, where she worked until she moved from administrative to public service in 1991, when she took over the Journal Sector. In such Sector her activities were focused on meeting the demands of the library user and the external public through participation in National Information Retrieval Programs. With emphasis on the activities of feeding, in an automated way, the National Collective Catalog of Serial Publications (CCN), the bibliographic surveys in databases and the reformulation of the indexing service of journal articles.

In parallel to these activities, she was in charge of implementing the Library Automation Coordination, where she could plan and execute some reference services (customer service), and administrative services among them: implementation of Library Data Processing Center; implementation of MicroIsis software for bibliographic material management; deployment of online access to national databases through REMPAC 2000; release of the library's thesis

catalog; elaboration of internal and external projects to the University, including a PADCT II Science and Technology Information Center (SPA), and creation of the library's internal computerized network, linked to UFRRJ's own RURAL network.

As a result of these activities, she was appointed deputy director, with two outstanding works: participation in the Commission responsible for updating the architectural project for the construction of the Central Library annex, and participation in the committee responsible for the preparation of the proposal for the PADCT II program - subprogram: Chemistry and Chemical Engineering in the area of computerization and strengthening of the collection. At this Institution she had the first formal teaching experience, invited by the Department of Human Resources, and twice taught the Introduction to Archiving Techniques course. She also participated in the Editorial Committee as technical reviewer of the Annals publication of the Workshop on Recovery of Degraded Areas.

Due to the distance and to four hours a day spent in commute, she decided in February 1993 to transfer to the Federal University of the State of Rio de Janeiro (UNIRIO). Upon joining the UNIRIO Library System, she went to work at the Central Library initially as a Librarian of the Document Processing Division, as a cataloging and classifying librarian. Subsequently, she worked in the Collection Development Division and was responsible for the acquisition and control

of the collection of journals from all libraries in the System. Within the human resources training policy of the agency, she had the opportunity to apply for and be accepted in the Graduate Program of the Federal University of Rio de Janeiro (UFRJ), where she took the Specialization Course in Documentation and Information (CDC), in the area of Information for Citizenship.



Márcia Valéria participating in the delivery of tablets to UNIRIO Library students for use in academic activities. Photograph: UNIRIO website

At the end of 1996 she was invited to head the Sectoral Library of the Human Sciences Center, taking office in February 1997. Again cumulatively I was head of the Division of Central Library User Service. Among the activities, the following projects stand out: Disclosure of the intellectual production of UNIRIO, and recovery of the museum objects of the collection from the Central library; organization of the archives of the CCH Sector Library and indexing and registration of journal articles and leaflets of the CCH collection, and participation in the implementation consulting work of a Library at the Physical Training Center of the Army - CCFEX.

In the same period, she received the invitation to integrate the teaching staff that taught courses of professional update at the Regional Library Board of Rio de Janeiro. This invitation together with the activities she performed together with postgraduate courses at the Center for Human Sciences were fundamental to her decision to apply for the Specialization Course in Teaching of UNIRIO School of Education, course she completed in 1998..

According to Marcia: “Knowledge of the principles and guidelines that guide the teaching activity of Institution in which I work contributed greatly to the dissemination of information from the Library, as well as This year’s Server Day enabled my wish to move forward in my studies and apply for the Master of Science in Information at the Federal University of

Rio de Janeiro - UFRJ/IBICT Agreement. Process I applied for and I was approved in 5th place. My dissertation was about reading protocols at the university, defended in October 2001.”



Carlos Guilhon, Dean of People Management at UNIRIO delivering the prize of the winner of the 2nd place of Idea Bank, represented by Márcia Valéria, in the event of the This year’s Server Day

In 2004, she was invited to direct the Library UNIRIO Central Office and consequently the Libraries System “A position that I occupy with great honor still today. In addition to commanding the computerization of all library services, including deployment of Web services, expanding infrastructure administrative adding two more units to the System, two new divisions and a sector focused on improving the quality of service offered to the community,” said Márcia.

Also responsible for expanding the staff, improving infrastructure, of expansion of the collection of all units that make up the Library System by instituting standards quality areas and identifying areas of identity for UNIRIO’s information management growth. Through this position, she made it possible to integrate the of the Brazilian Commission of University Libraries - CBBU for two administrations, one as Vice President(2008/2011 management) and another as Chief Financial Officer (2014-2016).

She is currently a third time representative of the Southeast Region in the same Commission. She was also, Secretary General of State Reading Council of Rio de Janeiro - CONSEL (RJ). Coordinator of Foreign Language Extension Programs PELE/UNIRIO and encouraging reading among young readers. In 2014, she was elected Chief Financial Officer of Marcia Valéria with her husband Gil and daughter Anna Clara the 7th Region State Library Council - CRB7, a position that she resigned from in October 2015 In

the area of teaching, as a guest, she taught the User Studies and Communities course in UNIRIO School of Library Science from 2012 to 2014, enriching and very rewarding experience. Still develops the activity of member of the Councils Editorials for the following magazines: Raízes e Rumos (Extension Magazine); Chronos Magazine: cultural publication and Fio da Ação Magazine, all from UNIRIO.

Marcia Valéria’s family group is formed by her mother Ilza, husband Gil and daughter Anna Clara. Her brother and her family and in-laws are also dear important people. In her spare time, her hobbies are reading and working with natural flowers and decoration..



Marcia Valéria with her husband Gil and daughter Anna Clara

Regarding the remarkable moments experienced at UNIRIO, Márcia points out that: “After several years of acting in higher education it is natural to have experienced several moments, some sad and others of great joy. Highlighting any of them is being unfair to everyone else. But having lived the whole challenge of participating in the restructuring of higher education, with REUNI, a moment of opening of universities in Brazil, was undoubtedly very gratifying.”

“UNIRIO is where my livelihood comes from and where I can exercise all my professional creativity always with the support of my superiors and my colleagues from the Library System. Here I became the professional I always wanted to be: respected by the internal community and nationally recognized as a competent librarian. I have always studied in public colleges and public universities and I am a public servant for over 20 years, so I believe that my part in building a better country is to perform my function as fully and respectfully as possible. I feel privileged to be an employee of UNIRIO, an institution that has the noble mission of training citizens in various areas of knowledge,” said Márcia..

“

Here I became the professional who I always wanted to be: respected by the internal community and nationally recognized as a competent professional in the area of Library Science.

”



As editors of this column we requested the Director of the Gaffrée and Guinle University Hospital (HUGG) of the Federal University of Rio de Janeiro State (UNIRIO), Dr. Fernando Ferry, to appoint a medical professional from that unit of our university to be honored in this issue. In the end, the choice was reached and, as a result, immediate acceptance by Relationship Management. So we went to meet our honoree, **Dr. IRINEU RUBINSTEIN**, currently responsible for the Medical Residency of the Urology Service of HUGG-UNIRIO; Associate Professor of Urology, in addition to having extensive knowledge in this area of medical science, as we will list later.



Dr. Irineu Rubinstein, Head of Service of Urology and Associate Professor of Urology at HUGG

Dr. Irineu is a professional with extensive experience in his area of expertise and has a high concept among his peers, being for us a difficult task to stratify all his legacy in this subject presented here, and his vast curriculum can be accessed on the Lattes platform. But in short, we present his Scientific-Professional profile, not only as a Doctor, but also as a Professor, Writer and author of several scientific papers published in prestigious journals of international reach.

He serves as Head of the Urology Department at HUGG and also as an Associate Professor at the School of Medicine and Surgery at the Urology Discipline, teaching classes in undergraduate, graduate and professional master's courses on Videoendoscopic Techniques. He also participates in the orientation of several Master's Dissertations and Doctoral Theses in Urology. He joined UNIRIO in 2002 and established HUGG's Urology Medical Residency.

Graduated in Medicine from the Federal School of Medicine of Santa Maria/RS (1969). He has Residence in Urology - HUPE - UERJ (1971), Master in Nephrology - UERJ (1982), Doctorate in General Surgery - UFRJ (1989) and Doctorate in Urology - UNIFESP (1994).

É member of several societies focused on his area of activity. He participated as Secretary General of the Brazilian Society of Urology (1999-2001).

Member of the Brazilian Society of Urology; Member of the International Society of Urology; Corresponding Member of the American Urological Association (AUA); Corresponding Member of the European Association of Urology (UAE); Corresponding Member of the British Association of Urology; Member of the Brazilian College of Surgeons and Member of the International College of Surgeons.



Dr. Irineu with part of the team from HUGG Urology Service

He published the following books: Female Urology (Byk Editorial Fund, 1999); Urinary Incontinence (Ed. Atheneu, 2001) and Control Your Bladder (Ediouro, 2005). He also wrote chapters of several books and published dozens of national and international works as we highlight: "25th Annual UAE Congress," European Association of Urology in Barcelona (2010); Annual Meeting of the American Urological Association in San Francisco, California 2010.); "I Forum of

Medical Residency in Urology,” Brazilian Society of Urology (2010), Salvador/BA; “Controversies in Urology,” Participation XIII Journey of Urology of Memorial Hospital - Brazilian Society of Urology - Rio de Janeiro Section (2010); “Acute cystitis in women. How to approach in the different phases of life,” FEBRASGO (2010); International Congress of Gynecology - Rio de Janeiro (2010); “IV International Symposium on Reconstructive Surgery and I International Practical Course on Urethral Surgery,” HUGG (2010); “Prostate Cancer,” XXX Gaffrée and Guinle University Hospital Scientific Journey - Integration Week HUGG - School of Medicine and Surgery (2010); “XIX Carioca Day of Urology,” Brazilian Society of Urology (2010); “Renal mass in the elderly,” XIX Carioca Day of Urology, Rio de Janeiro (2010); “ENDO-LIVE 2011,” Rio de Janeiro (2011); “Incontinence,” V Medical Congress - UNIMED (2011); “Advances in the treatment of BPH and prostate cancer. Female urinary incontinence and urolithiasis,” XIV Memorial Hospital Urology Day. -Brazilian Society of Urology - Rio de Janeiro Section (2011); “XXXIII Brazilian Congress of Urology,” Florianópolis/SC (2011); “Retrospective Analysis of the Results of a Series of 254 Cases of Laparoscopic Radical Prostatectomy,” XXXIII Brazilian Congress of Urology, Florianópolis (2011).



Dr. Irineu with the HUGG team during the anniversary celebration

His family group consists of his wife Luiza Rubinstein, his children Dr. Marcelo Rubinstein - Prof. of Engineering at UERJ and Dr. Maurício Rubinstein - Prof. of Urology - HUGG - UNIRIO, who works together with Dr. Irineu at the University Hospital. In addition to his grandchildren Pedro, Tiago, Marina and Bernardo and his brother Dr. Samuel Rubinstein - Engineer. His hobbies are music and reading. His remarkable moment was the entry into UNIRIO through a Civil Service Examination and when he implemented the Medical Residency in Urology at HUGG. “UNIRIO represents the continuity of my academic life, the realization of various scientific projects and the way to help patients,” concluded Dr. Irineu Rubinstein.

PROGEPE *informa*

MONTHLY NEWS - DECEMBER 2016 - YEAR II - N° 020



This December we chose to honor the entire Unirio Community and to illustrate this tribute we chose the photo of the team of Progepe, which was taken at the inauguration of this Dean, where Dean, Prof. Dr. Luiz Pedro San Gil Jutuca and Vice Dean, Prof. were

also present. Dr. Ricardo Silva Cardoso. In addition, we recall the photo gallery of those who have already been honored in this column. In this way, we hope that all members of Unirio University Community will feel honored.



Team of the Dean of People Management - during the opening of Progepe



In this issue let's honor one more integral collaborator of UNIRIO's Workforce by including him in the permanent Gallery PROGEPE/GERE/Nossa Gente; adding to the other members, already honored in previous editions, by PROGEPE/GERE's Virtual Journal, who stood out especially because of their personal, professional and social attributes in our area.

Thus, we seek to faithfully maintain the northern rudder of this Management: Human Capital First. As a result, after research, emerged as a result and was viewed by the team of Relationship Management professionals, the work of a security guard: **JOSÉ MAURÍCIO SILVEIRA GOMES** who works at UNIRIO since 1999.

So, working here for about 19 years now, he is also known as **VAN GORD**. This we will explain later...

Proceeding: Working at Campus **Center for Letters and Arts - CLA**, in Urca, and with great zeal and dedication he has for several years been exercising patrimonial surveillance functions in that unit so important for society in general.

We recognize the value of these services provided by the entire contingent of guards stationed here at the various Autonomous Units and Campuses. They work in shifts, covering 24 hours a day and all year round in asset surveillance of goods and service facilities. Some of them have been doing so for almost three decades, in addition to promptly serving and guiding everyone who moves through the physical spaces of **UNIVERSITY**. So, by extension, they should also feel included in this article..

Now, let's talk about Maurício specifically:

Everyone who enters the building of the **DECANIA/CLA**, is impacted by the beauty of an Art Gallery installed there, which we will call: Permanent Gallery of Maurício Van Gord, guard José Maurício Silveira Gomes.

Guard/Painter who reproduces and/or creates quality works, having never had specific classes on the subject. However we must recognize that our Van Gord has a natural gift in this metier, which refers him for his skill and mastery of the “brushes” to a great self-taught artist. In that space we can admire several replicas of works of famous painters with good artistic quality affixed to the side walls.



José Maurício Silveira Gomes, vigilante e pintor, conhecido como **Van Gord**

So we have **Vicent Van Gogh; Picasso; Edgar Degas; Claude Monet** and also there lies the most famous painting of Brazilian **TARSILA DO AMARAL**, called ABAPORU; and many other painters of renowned fame.

In addition, there are signature works by Van Gord, so we can appreciate the painting where he portrayed his grandson, among others of his creation, searching with determination his own identity, and at any time can be recognized by the artistic milieu. Very good! To those interested, professionals of the arts or not, we recommend that they visit that cultural space, precisely where in a figurative sense we breathe ARTS and feed on LANGUAGE, in the great and real cultural scenery that is our CLA.

His artistic name came from a comment: That he, with his nonstandard corpulence, was more like “**VAN GORDO** (fat) than **VAN GOGH**,” all this in the tone of a healthy joke. So much so that it prospered, it was enough to exclude the letter “O” of GORDO and became GORD, then Maurício started to sign his works with the new name: **VAN GORD**...

Then we asked Maurício: What does UNIRIO represent to you?

“Gratitude. Working at UNIRIO opened me a channel that made possible my contact with Art, Culture, and the main Painters and their Works of Art, awakening my creative side and valuing my potential, encouraging not only me to dedicate myself to expressing myself through Art, but also honoring

my work with a unique opportunity to present it in an exhibition.”

His family group consists of his mother, wife, brothers, stepdaughter and grandson. In his spare time, besides enjoying socializing with his family members; he likes to watch TV and, of course, he loves: **TO PAINT...**

He stated with great emphasis that the most important moment for him was when on 10/01/2017 he was given the opportunity to participate in the Exhibition to the Great Masters, here at the University. He took the final moment and addressed an invitation to the entire university community, especially the readers of the PROGEPE Informa to participate in the next exhibition at the CLA, which should take place at the beginning of the second half of March and will be publicized by the virtual means of the UNIRIO portal. Beginning March 22, Relationship Management (GERE), together with the curator of PROGEPE server Mariana Buarque, is organizing an exhibition with photos of Van Gord's main works that will be at the lobby of the Office of the Dean for People Management (PROGEPE), located at Av. Presidente Vargas, nº 446, 21º andar—Centro. .



Ponte d' Argenteuil painting, based on Monet's painting



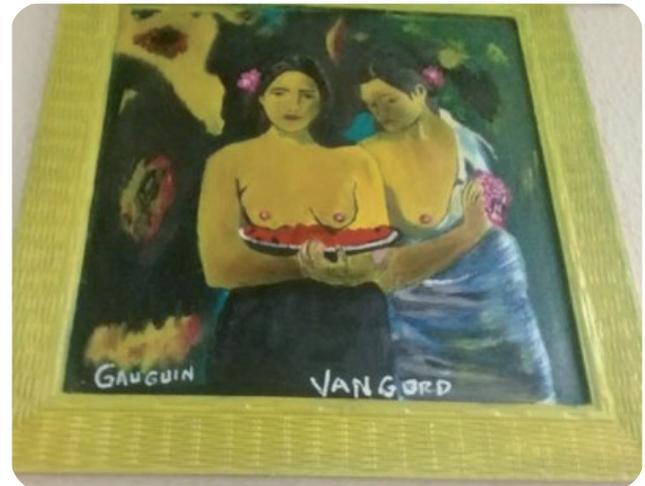
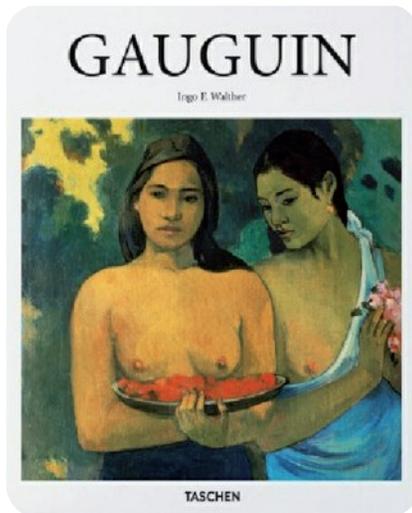
Works of the painter Van Gord



Reproduction of the Abaporu painting by Tarsila do Amaral



Work "The grandson", 2015, which portrays Van Gogh's grandson



Gauguin Painting
Van Gogh canvas inspired by Gauguin



PROGEPE informa of September brings as the NOSSA GENTE column honoree of this issue the technical-administrative employee who occupies the position of nursing technician, NATHALIE FERREIRA DE ANDRADE, and works at the General Surgical Center at the Gaffrée and Guinle University Hospital (HUGG) and who took office at the Federal University of the State of Rio de Janeiro (UNIRIO) exactly one year ago and was responsible for presenting a work of great relevance in the area of Human Rights in the Netherlands.

In April 2018, Nathalie completed her masters degree in Political Science from the Federal University of Rio de Janeiro (UFRJ) developing the research “Pacification in the slums, not for the slums” about



Nathalie Andrade,
honored from
Our People Column



The nursing technician acting at HUGG

promoting public policies in peripheral areas. She registered for congresses to present the work and at the end of 2017 she participated in the article contest of the Iberoamerican Institute of The Hague, going through several stages until she won the contest and presented the research in a discussion of great relevance in the promotion of Human Rights. .

Her coworkers supported and congratulated her for the victory in the contest. Nathalie also had the support of the line manager in releasing her from work, which was approved by the Dean of People Management (PROGEPE), so that she could participate in the contest from May 28 to June 8, 2018 to present the research at the 7th Ibero-American Week of International Justice, promoted by the Ibero-American Institute of The Hague in the Netherlands.



Nathalie during the congress in the Netherlands

Nathalie funded the expenses with the help of friends and gathering savings. The research will be published in the Ibero-American Yearbook of International Criminal Law by the end of 2018.

“Everyone, regardless of their category, can produce knowledge. PROGEPE has a very interesting work, of great relevance in the development of the university as a whole. It is important to encourage employees to seek knowledge, not only for personal fulfillment, but to collaborate with the community. UNIRIO for me today means security and a long way to go,” concluded Nathalie.

PROGEPE congratulates Nathalie on the achievement and encourages the development of all UNIRIO’s employees through knowledge, offering training and qualification programs.



Nathalie presenting her research at the VII Ibero-American International Justice Week

FINAL CONSIDERATIONS

Dear PROGEPE Informa READERS,
Nothing is that difficult when looking for ways and solutions in the field of COMMUNICATION, aiming to produce materials within the institutional context guided by the organizational culture itself, directly and objectively serving our target audience.

We created this vehicle: PROGEPE Informa to disclose monthly data, information, as well as events, related to the attributions and professional activities of PROGEPE/UNIRIO RELATIONSHIP MANAGEMENT. Everything was conceived from the creation of the Dean of People Management five years ago.

Our main objective is to give due transparency to the acts performed in the area of PEOPLE MANAGEMENT within the University and to strengthen the communication of PROGEPE with all the employees and the general public of the university community. We chose dialogue as the main tool and participation as the basic principle of institutional relations.

For this reason, we believe that we have achieved means for PROGEPE to hear your suggestions, compliments and criticisms, because of this we always indicate the virtual ways that facilitate this dialogue.

We have put out in this newsletter a column under the heading: NOSSA GENTE, which aims to honor

all members of our Workforce, as servers, reintegrated employees, outsourced employees and interns, previously published in the newsletter.

In the context of this publication we describe about the professional, personal and social lives of eighteen collaborators, who were called upon to somehow honor and represent every contingent of our university community.

But our choices were not easy. As well as having the acquiescence of each one who honored us in composing the already traditional column NOSSA GENTE.

Thus, we recognize that many others could be included in the honors already published, but we know from perception that most of the contributors and readers of PROGEPE Informa somehow, by extension, are also honored.

Therefore, we thank you all for this partnership and, why not, for the complicity surfaced in every issue of the virtual newspaper.

In this journey we particularly relied on the unconditional support of all the staff members of the Office of the Dean of PEOPLE MANAGEMENT and also within the scope of this digital universe of UNIRIO.

Graziella Cataldo & José Antônio de Oliveira
RELATIONSHIP MANAGEMENT

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AGRADECIMENTOS

We thank Metanoia Editora, through the Autorale Seal, in particular Léa Carvalho and Malu Santos who, with their expertise, helped us in the realization of this work, as well as the long-lasting partnership with the writers, without whom this work would still be in the imagination.

We also thank the following motivators for their kind and collaborative manner in the realization of this work, in print and e-book:

- Romeu Cândido de Oliveira
- Rogéria Maria C. Silva
- Dilcar Reynier de Abreu
- Geraldo Inácio (In memoriam)
- José Miranda dos Santos (In Memoriam)
- Jane Canut
- Márcia Valéria da Silva de Brito Costa
- Gabriel Vieira Galvão Teixeira
- Augusto César Vidal da Silva

Last but not least, this acknowledgement is extended to all the people and sectors that contribute monthly to the construction and editing of our newspaper

PROGEPE *informa*





PROGEPE
Pró-Reitoria de Gestão de Pessoas

MISSION

To produce and disseminate knowledge in the various fields of learning, contributing to the full exercise of citizenship through humanistic, critical and reflective training, preparing competent and up-to-date professionals for the world of work and for improving the living conditions of society.

MISSION: To execute, plan, coordinate, foster and monitor employee development activities and policies. By carrying out actions and projects aimed at improving UNIRIO's work process, directly reaching the satisfaction of its workers and the quality of the service provided.

GERE:

Assignments: To be the representative unit of PROGEPE with other Dean Offices or Institutions. Responsible for the coordination, planning, organization, execution, promotion and dissemination of PROGEPE's institutional actions and events, as well as managing the informative content of the Office of the Dean for People Management website.



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This year 2019 the Federal University of the State of Rio de Janeiro (UNIRIO) completes 40 years of existence!

A mature university with more than 40 undergraduate programs, in addition to more than 30 specialization, masters and doctorate courses, bringing scientific and technological development, research, extension and free teaching to the State of Rio de Janeiro and Brazil, laying its foundation. I work on the guiding principle of academic excellence.

To this end, UNIRIO has a valuable staff, teaching staff and technical and administrative staff, whose commitment to the public university is expressed in achieving the excellent academic results of its students.

In this sense, the Dean of People Management (Progepe) is dedicated to coordinating and fostering policies and actions aimed at the development of UNIRIO's employees, including PROGEPE Informa, a journal produced by Relationship Management (GERE), which has The objective is to value the "silver of the house" and disseminate the best that can be done on UNIRIO's campuses, as well as to bring important information to the working life of all the employees and collaborators that together form the Workforce: teachers, technicians -Administrative, reinstated, outsourced and interns.

This publication features the column Our People, from the PROGEPE Informa journal, which honors servers and employees who, with competence and commitment, demonstrate that UNIRIO is one of the best Brazilian universities because of the people who make UNIRIO happen.



AUTORALE

