

Letter from the VP

(Continued from page 1)

increase of \$13 Million will go a long way toward closing the gap between the amount in the TRB bill and the actual total project cost of these two projects

.So far, I've only mentioned capital funding, but our formula-based operating appropriation from the General Revenue fund, state tax dollars, is looking good, too. Based on just enrollment growth and changes in our academic program mix, we should receive another \$4 Million per year in state funding for operations. The House and Senate may also increase the "rate of funding" on top of just enrollment growth which would increase that \$4 Million figure.

There are also several bills dealing with the Hazelwood and Hazelwood Legacy program of tuition and fee waivers for veterans and dependents. The State previously reimburse colleges and universities for these waivers until 1997 when they changed the formula funding methodology and the cost of these programs was not material. However, the cost of the Legacy program which was just enacted in 2009 has skyrocketed. Today, Texas State waives \$15.5 Million in tuition and fees for these very worthwhile programs for our veterans and their dependents. This year we will receive about \$1.2 Million as state reimbursement against the cost of \$15.5 Million. Several of these bills will increase this reimbursement level, which will help our budget tremendously.

Bills have been filed repealing or amending the Be-on-Time student loan program in which we take a portion of Texas State student tuition dollars and send it to the Higher Education Coordinating Board for redistribution statewide among both public and private universities for students who graduate in four years. The private universities don't put any money in, but get to reap the benefit. Heck of a deal, huh? All

of the bills filed would benefit Texas State, and in most instances would provide additional financial aid for Texas State students.

One bill we are concerned about, however, is a rewrite of the State's purchasing statutes. You may have read newspaper stories or seen stories on your television newscast about several contracts gone awry among state agencies in Austin. Former state employees may go to jail. So far, none of this has been about higher education; only state agencies. One \$1 Million IT contract at a state agency ballooned into a \$20 Million contract without Board oversight, and there are other examples just as bad. Naturally and deservedly, the Legislature is reacting to this and some of the ideas about reform would return us to the old days of the "State Board of Control" having to approve everything. However, I don't think the final bill will be that draconian. We will likely have some additional reporting requirements and posting notices, though.

I don't want to get "political" here, but we are watching closely several other bills such as the one authorizing the carrying of concealed weapons on campus. We are also monitoring bills to eliminate in-state tuition rates for certain Texas high school graduates that could impact our enrollment. Let's just say there is plenty to keep us busy in the next weeks and months.

All in all, financial matters are looking up. We just need to get them across the goal line by June 1. ◆

Electronics Recycling

(Continued from page 4)

Electronic waste and its impact on stormwater

One of the newest initiatives of Texas State University is the development of a stormwater management program, which stems from the Municipal Separate Storm Sewer System (MS4) permit implemented by the Texas Commission on Environmental Quality. Stormwater is rain water that does not soak into the ground, but runs off paved surfaces, into storm drains, and flows to the nearest waterway.

If electronics are not disposed of properly, components of these items such as pollutants, broken glass, and plastic can be picked up by stormwater runoff and transported directly in to our creeks and rivers untreated. Electronic products contain 100% recyclable components and should be properly disposed of to help maintain the natural waterways within the San Marcos area. ◆

"To affect the quality of the day, that is the highest of arts."

-Henry David Thoreau

FSS Division Mission: The Finance and Support Services Division in support of the University's mission is dedicated to providing outstanding customer service and a challenging and satisfying work environment while ensuring the efficient and effective use of financial, human, and physical resources.



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TEXAS STATE UNIVERSITY

The rising STAR of Texas



We encourage you to send personal and professional news, photos, articles, Dates to Remember, and other newsletter submissions to any committee member.

FSS ESSENTIALS

News and views from Finance & Support Services at Texas State University

Spring 2015

Letter From the Vice President



I hope everyone had a safe and relaxing spring break. I know the "relaxing" part doesn't apply to those of you who served as the skeleton crew in "essential offices" or had ongoing or special projects you had to oversee while students and faculty were gone, but hopefully it was "safe" anyway.

My Mom passed away on the Monday of Spring Break week. We commented that she was always so considerate of others that she probably timed it so that her oldest son wouldn't have to miss any work. Thank you to all of you who have expressed condolences, and please, please, please tell your family you love them as often as possible.

Spring Break in odd-numbered years means we are at the midway point in the legislative session. If you have a wooden surface nearby as you read this, knock on it. Things are going pretty well so far.

Four Tuition Revenue Bond (TRB) bills have been filed and our Engineering and Science Building for the San Marcos campus is in all four bills. Our Health Professions building for the Round Rock campus is in three of the four bills. The author of the fourth bill has chosen to use the "one building per university" criteria while the others have chosen our preferred "one building per campus." Let's just say the Round Rock community is fully engaged in trying to get the Health Professions building added to that fourth bill. Only one of these bills can pass, so there will plenty of compromises and amendments before the session ends.

Two of these TRB bills include the full amount of our request. The others have various percentage reductions or caps on the

maximum amount of each construction project. My guess would be that even if both projects make it through in the final bill, we will have to supplement the legislatively approved amount with Institutional Funds to construct the full project as currently envisioned.

Our ability to do that depends, to a certain extent, on another bill that is making its way through the Legislature. Every ten years the Legislature reauthorizes the annual appropriation of the Higher Education Assistance Fund and reallocates funding among the non-UT and A&M components that share in the Fund. If the statewide total stays the same as the last ten years, Texas State will receive an increase of about \$3 Million per year based on our growth. If they increase the statewide total as they have each time they have done the ten year reauthorization, we could get as much as \$13 Million more per year. The possible

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VPFSS Brown Bag

Have an idea...a question...a concern? Bill Nance will visit offices for his monthly Brown Bag sessions on the following dates.

Wednesday, April 15
Facilities Planning, Design, and Construction

12:00pm - 1:00pm

Monday, May 11
Transportation Services

11:30am - 12:30pm

Thursday, June 25
University Bookstore

12:00pm - 1:00pm

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FSS VISION:

Outstanding Support and Service: Making a Difference at Texas State

FSS Leadership

Vice President
William Nance

Associate VP, Financial Services
Darryl Borgonah

Director, EHS&RM
Russell Clark

Associate Vice President, Facilities
Juan Guerra

Asst. VP, Human Resources
John McBride

Associate VPFSS, Planning
Nancy Nusbaum

Director, Auxiliary Services
John Root

Assistant VP, Budgeting, Financial Planning & Analysis
Gordon Thyberg

Treasurer
Valarie Van Vlack

Dates To Remember

APRIL

Celebrate Diversity Month
Autism Awareness Month

- April 1
 - April Fool's Day
- April 2
 - World Autism Awareness Day
 - Holy Thursday
- April 3
 - Good Friday
- April 3 (sunset)
 - Passover (first day)
- April 4-11
 - Passover
- April 4
 - Theravada New Year
- April 5
 - Easter Sunday
- April 11 (sunset)
 - Last Day of Passover

- April 13
 - Thomas Jefferson's Birthday
- April 15
 - Tax Day
- April 16
 - Last Day to Drop Classes

- April 17
 - FSS Employee Appreciation Picnic
- April 21
 - San Jacinto Day (Texas)
- April 22
 - Earth Day
 - Administrative Professionals Day
- April 23
 - Last Day to Withdraw
- April 29
 - Lord's Supper

MAY

Asian Pacific American Heritage Month
Older Americans Month

- May 1
 - Loyalty Day

- May 4
 - Last Day of Classes

- May 5
 - Cinco de Mayo
- May 7
 - National Day of Prayer
 - Lag B'omer

- May 10
 - Mothers' Day

- May 13
 - Final Exams End

- May 14-16
 - Commencement

- May 15
 - Peace Officers Memorial Day

- May 16
 - Lailat al Miraj
 - Armed Forces Day

- May 21
 - World Day for Cultural Diversity for Dialogue and Development

- May 24-25
 - Shavuot

- May 24
 - Pentecost Sunday

- May 25
 - Memorial Day

JUNE

Lesbian, Gay, Bisexual and Transgender Pride Month

- June 1
 - Global Day of Parents
 - Lailat al Bara'a

- June 6
 - D-Day

- June 12
 - Loving Day
 - Anne Frank Day

- June 14
 - Flag Day

- June 15
 - Native American Citizenship Day

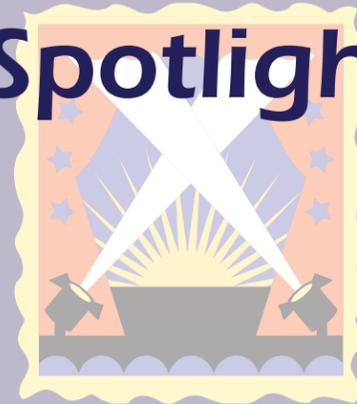
- June 18
 - Ramadan begins

- June 19
 - Emancipation Day (Texas)

- June 21
 - Fathers' Day
 - First Day of Summer

- June 28
 - Lesbian, Gay, Bisexual, Transgender Pride Day

Spotlight On...Human Resources



NAVIGATING THE TIDES OF CHANGE

Our Texas State Human Resources (HR) office has evolved dramatically since its establishment on September 1, 1969. Since then, the need and demand for HR services at Texas State, and the business world, have grown at a dizzying pace. The HR function is now recognized as an important strategic administrative partner in any large enterprise system. The initial HR role of simply processing hiring and insurance paperwork and keeping personnel files has expanded to include responsibility for administering the staff compensation, classification, employment, employee relations, ethics compliance, faculty and staff benefits, work life, records management, and professional development programs. The following is a brief look into the history of our Texas State HR Office.

A GLIMPSE INTO THE PAST

What we recognize today as the Human Resources Office at Texas State University, was originally known as the Personnel Office at Southwest Texas State University (SWT), housing all of two staff members. Current Assistant Vice President, John McBride, was appointed as director in September, 1980.

“When I came onboard as director, the university was still known as SWT. The office had six staff, myself included,” he recalls. “We were on the second floor in J.C. Kellam (JCK), occupying six offices, which shortly became four to accommodate another department.”

In 1988, the time came to renovate the JCK building, which was originally built as the university library. Consequently, the HR Office operated temporarily from the strip center located at the corner of LBJ Dr. and Sessom Dr. Renovations were finished in the summer of 1992, and the office opened the doors of its (partially) current home, suites 340 and 360. The relocation partnered with another major change.

Associate Director of Human Resources, Michelle Moritz, remembers: “This was also the year in which we were mandated to join the State employees Group Benefit Program administered by the Employees Retirement System of Texas (ERS), which meant transitioning from a TSUS directed program to a State controlled program. I came onboard in 1991, so it was a big challenge to get everyone re-enrolled from scratch.”

In the mid-90s, HR was primarily involved in benefits administration, processing personnel actions, overtime, employment, and record keeping. Today, the department has a more strategic functionality. This shift was propelled in 2001, following its first peer review comprised of both internal and external entities, who conclusively found that the department was underfunded, understaffed and landlocked.

“The peer review was extremely beneficial for multiple reasons,” states Moritz. “It was a great exercise to evaluate our internal processes, and receive external viewpoints to make appropriate changes. It was a real eye-opener to focus more strategically on what we needed for the future.”

As such, the HR peer review paved the way for the department to increase its size, improve its processes, change workflows, and prepare for SAP automation. It also triggered the title-change from Personnel Office to Human Resources, in 2002.

“I also believe that one of the biggest outcomes which fruited from the peer review was to invest in our HR staff development,” expresses McBride. “However, the most important outcome of the peer review was the support of the findings given by VP of Finance and Support Services, Bill Nance, to acquire new positions and requisite funding to mirror campus growth. His continuous support has been crucial to the success of the HR Office.”

Another landmark came in 2004, when President's Cabinet recognized that we were growing, and approved using national CUPA data when comparing faculty and staff salaries to the external market. “We were now ready to play with the ‘big dogs,’” McBride states proudly. Compensation Manager, Jeff Lund, adds: “The use of CUPA data enhanced our ability to recruit and retain critical staff and place the university in a very competitive posture for salaries.”

The year 2004 also marked the implementation of SAP, and the roll-out of the electronic application system, (EASY). “Launching these two systems simultaneously was by far the biggest challenge we have ever faced,” both McBride and Moritz exclaim. HR Representative, Selma Selvera, agrees: “I definitely remember when we transferred from the Legacy system to SAP. Going live was a big deal! This would eventually lead to the development of the Master Data Center (MDC), in 2007.” Bobbie Brandenburg, a key member in the EASY transition, adds, “It was scary introducing EASY to campus because it had never been done before. A big compliment to faculty and staff is that they took this huge development in stride and learned the system.”

PROMOTING CULTURE-CHANGE

“We are currently delving into more culture changing projects,” states McBride. One of which is the presently ongoing Employee Wellness Pilot Program, led by Work Life Coordinator, Rose Trevino. The program involves an interdepartmental partnership and collaboration between key university units, including Total Wellness, the School of

Family and Consumer Sciences, College of Health Professions, Department of Campus Recreation and the Student Health Center. The comprehensive pilot program includes various resources to increase the wellness of all university personnel.

This initiative is just one example of the culture changing projects Human Resources has helped implement. However, McBride indicates that there are many more on the horizon: “There is more going on in HR today than ever before!”

“It also seems that the projects are happening all at once,” adds Moritz. “There is no single project focus. There is hardly a moment where the waters are calm because almost everything we do is coordinated within or outside the department.” Just a sample of the people, departments, and entities we collaborate with continually are the TSUS associate general counsel, chief diversity officer, ADA coordinator along with the offices of Equity & Access, Faculty Records, Budget, Payroll, and the SAP Team in Core Systems.

HR TODAY AND TOMORROW

Almost 50 years have passed since the genesis of Texas State's Human Resources Office. Needless to say it has come a long way, witnessing expected and surprising external and internal developments. A testament to its growth is the current 25-member HR team, and the additions of the Work Life, MDC, Employee Relations and Professional Development areas along the way.

Over the years, the department has also worked with countless student workers and interns. HR student worker, Michelle Umachi, says, “I enjoy the enthusiastic, positive energy of the office and how helpful everyone is to the students in general, which is why I came back to work for a second year.”

Throughout his tenure, McBride and his HR team have navigated through the tides of change, always mindful of each other's well being and ensuring the best interest of the university. When asked what he envisions for the department, McBride pauses and says, “We will continue to promote the university moving forward through the innovation of our processes and increasing benefits to serve our faculty, staff, and students.”

What Makes A Division Great?

Senator West addressed the Senate Finance Committee hearing meeting, commenting on the excellent TSUS HUB numbers. He went on to say that he really wanted to commend Texas State University for their HUB program because “they not only talk the talk, they walk the walk.” Mr. Nance along with Dr. Trauth would like to thank, **Jacque Allbright, Judi Nicholson, and Yolanda Strey** for their dedication to the HUB Program. Way to go, ladies!

Bruce Banks and **Joe Campos**, Custodial Operations, get two thumbs up from Letitia Tunnel for the excellent job in helping her get the building ready for the distinguished alumnus visit, also for the work that they did in getting the 1st floor atrium back in order. Great Team Work!

Tamara Alejandro complimented **Angela Brandenberger** of Accounting for taking time out of her busy schedule to help her with an accounting issue. Thank you!

Jennifer Partida sends kudos to **Barbara**

Burns and **Richard Kelsey** of Facilities Operations, also kudos to **Fermin Torrez**, Custodial Operations for the excellent job in getting things done in a short period of time and for coming back to check all was done to their satisfaction. Jennifer appreciates each one of you for all your hard work and excellent communication you provided during the process. Outstanding!

Good Samaritan recognition goes to **Caleb Mosley** of Transportation Services. Mr. Mosley responded and assisted a disabled man, who ran out of gas and was on Guadalupe St. After the man's card was declined, Mr. Mosley took it upon himself to take out his own personal card and purchase him a tank of gas. Thanks for making a difference!

Linda Cochran would like to commend **Kelly Norton**, Accounting for the outstanding customer service she always provides. “Kelly provides the most pleasant and courteous attention when I contact her with any issue. She is always a pleasure to

work with.” Great customer service!

Christy Neeley would like to extend a sincere thank you to **Janet Weitz** of Travel for all of her help dealing with a hotel issue during the Board of Regents meeting. Excellent work!

Valerie Anderson would like to thank all those who are involved in the Wellness Program, and for including free swim at the ASC as part of the Wellness Program! Awesome!

Faculty and staff from the Education Department send kudos to **Val Marrero** and **Heather Bristow** for their hard work in making Old Main look as grand and stately as possible for the visit from the accreditation visit. The Accrediting Council for Education in Journalism and Mass Communication toured our building and saw a clean, neat facility. We are honored to have Val and Heather as part of our team. Our faculty and staff appreciate their hard work and dedication.

Staff Scoop

FSS Employee News



Robert Eby, Control Room Operator, and his wife, Kelly, joyfully announce the birth of their first child, Eliza Ann Eby! Eliza was born at 5:03 pm on February 20, 2015. She weighed 7 lbs. 2 oz and was 19 inches long. Despite a long labor, both baby and momma are happy and healthy.



Aviana Burkepile, daughter of Michael Burkepile of the A/C department, was a finalist in the Texas All-state choir. She successfully auditioned to perform with the Honors Performance Series Choir at Carnegie Hall in NYC. At the end of March, she will be travelling to Belton to compete in TAPPS for piano. This will be her third TAPPS competition. She received a top rating of Superior in her last two visits.



Travel Smart

Timely travel tips

Safer Air Travel: What Travelers Need & Can Expect

After the terrorist attacks on Sept. 11, 2001, air travel security changed forever. While the Transportation Security Administration handles airport security screenings, travelers are an important part of the process. TSA warns passengers that each time it has to search a carry-on, it slows down the line. By carefully preparing your luggage and possessions in advance, you can save time not only for yourself but also for other passengers.

Security Screenings

When you reach the airport security checkpoint, TSA agents might or might not direct you through the necessary preparations, depending on the amount of congestion at that time. Even if you have flown since September 11, additional security measures have been instituted in the wake of a terrorist plot detected on August 10, 2006. You must remove all jackets, scarves, blazers and shoes and place them in a bin on the conveyor belt with your bags. To avoid a pat down, do not wear clothing or jewelry containing heavy metal. Body piercings and under-wire bras can trip the metal detector.

Pat Downs and Advanced Imaging Technology

The introduction of aggressive TSA pat-down procedures and advanced imaging technology (AIT) units, which allow agents to see a naked image of the person in the scanner, were subject of much public debate. Major news outlets continuously reported on passengers who felt abused, embarrassed or unfairly treated during their pat down, and TSA responded that pat downs were an important part of their security efforts, but they would seek an alternative for the AIT. AITs are not in every airport,

and passengers have the option to opt out of the AIT line and undergo a pat down instead.

Packing Liquids

Since a foiled terrorist attack in 2006 involving explosives made from sports drinks, carry-on liquids have been severely restricted. If you have any large liquid, cream or gel items, such as wine, shampoo or non-essential medicinal ointments, to transport, place them in your checked luggage. Only 3.4-oz., "TSA-approved" toiletries are allowed through airport security, and each passenger can carry only one 1-quart, clear, plastic bag of liquid items. You can purchase 1-quart, zip-top bags at the grocery store or pharmacy, and they are typically available at the beginning of airport security checkpoints if you forgot to bring one.

Bag Checks

There is no liquid detector; TSA agents scrutinize object shapes on the X-ray screen to identify liquids in travelers' bags. If you leave an empty water bottle inside your backpack -- which is completely allowed -- you still are likely to have your bag searched. In fact, objects that have no connection to liquids or creams, like folding fans packed in long slim boxes or even packaged sausages, can trigger a bag check. Similarly, while scissors up to a certain size are allowed, if they go through the X-ray machine, a TSA agent will search your bag for the scissors, get a ruler and measure them. When you pack your carry-on bags, look carefully at the items that you are packing. If something seems questionable or will need to be checked, take it out of your bag and put it through the X-ray machine in a tray.



And the Winners Are...

FSS Quarterly Team Award Winners

Employee Wellness Fair Team

This was the 7th year of the Employee Wellness Fair and it continues to improve. The Employee Wellness Fair Team is a totally volunteer team. The individuals are involved because they are passionate about the opportunities that the Wellness Fair creates for dissemination of information as well as services to employees. The Fair created a great opportunity for Texas State employees to receive health-related information, so employees will be better able to prevent health issues or to manage existing health issues.

Members: HUMAN RESOURCES: Rose Trevino, Karen Hollensbe and Marsha Moore; DEPT. of HEALTH & HUMAN PERFORMANCE: Carolyn Clay; STUDENT HEALTH CENTER: Julie Eckert and Arlene Cornejo; ENTERPRISE SYSTEMS: Dwayne Geller; TECHNOLOGY RESOURCES: Joyce Wilkerson; TESTING, RESEARCH - SUPPORT: Tina Jackson.



Texas State Employee of the Month Award Winner - December 2014

Steven Herrera
Shuttle Service Manager
Transportation Services



Texas State Employee of the Month Award Winner - February 2014

Mark Jesse
Parking Garage Manager
Parking Services

Did You Know?

That between 1836-1846 the Republic of Texas had 5 Presidents and 5 Vice Presidents.

Rodeo is the official sport of Texas, though High School Football is more popular.

Davy Crockett, besides dying at the Alamo, served three terms as a congressmen in Tennessee. Before leaving, he informed his peers, "You may all go to Hell, and I will go to Texas."

For \$150 you can become a licensed dead animal hauler in Texas.

Texas boast the largest of the state capitol buildings, constructed of 15,000 carloads of pink granite.

In Houston it is illegal to sell Limburger cheese on Sunday.

Lubbock is the largest city in the United States that is dry.

In Texas, it is illegal to curse in front of or indecently expose a corpse.

It is illegal to spit on the sidewalks in Texas.

Forty percent of the farm-grown catfish in the United States is consumed by Texans.

Texas is as large as all of New England, New York, Pennsylvania, Ohio, and Illinois combined.

The official dish of Texas is chili.

The largest collection of beer bottles can be seen at Wurstfest in New Braunfels.

In Texas, it is still a "hanging offense" to steal cattle.

Loop 82 Overpass

The Texas Department of Transportation (TxDOT) and the City of San Marcos have been working on ways to improve mobility and safety for traffic to cross the Union Pacific railroad (UPRR) tracks at State Loop 82 (Aquarena Springs Drive) for over 10 years. The final results of their studies and assessments resulted in development of a project to construct an overpass that includes a steel bridge structure that spans the existing UPRR tracks and provides two travel lanes with outside shoulders in each direction. The project also includes construction of two-lane access roads on each side of the overpass with six-foot wide sidewalks. Additionally, as part of the project, Post Road will be re-aligned and widened at this intersection to accommodate area

traffic including bicycles and pedestrians. TxDOT conducted extensive environmental surveys in conjunction with the design and engineering of the project over the past three years in preparation for the actual construction of the overpass.

As part of the design features, TxDOT incorporated a color scheme and architectural details that complement the Bobcat Stadium North End complex. TxDOT also incorporated various scheduling provisions requiring the construction contractor to re-open travel lanes and provide two lanes of travel in each direction during major university events such as commencement, freshmen move-in weekend, the first week of fall and spring semesters, and home football games.

The construction contract was awarded last summer and the contractor plans to start “turning dirt” on Phase One of the project by April 6, 2015. The first phase of construction will encompass the relocation of water lines and storm sewer lines and will necessitate temporary lane closures on Loop 82 as well as elimination of two rows of parking in Lot AZ-9 closest to Loop 82 for the duration of the construction project. Starting in September 2015, the construction of the new access roads will get underway resulting in rerouting of existing lanes and detours through and around the construction zones. During construction, it is advisable to seek alternative routes to avoid delays. The construction project is scheduled to be complete by before 2018.

Electronics Recycling

The sales of electronic devices are at an all-time high. According to the most recent statistics from the EPA, in 2009 it was estimated that 438 million electronic products were sold and approximately five million tons were held in storage. Of the five million tons of electronic products held in storage, over two million tons of these products were ready for end-of-life management but only 25% of these products were collected for recycling.

How can you help with electronic recycling efforts?

On April 18, 2015, Texas State University, in partnership with the City of San Marcos and Stericycle, will be hosting the 7th Annual Electronics Recycling Event from 9:00 a.m. until 1:00 p.m. in the Strahan Coliseum north parking lot. This is a drive through event so it will be in effect rain or shine. If you have any questions about this event, please contact the Environmental Health, Safety and Risk Management (EHSRM) office at (512) 245-3616.

The Electronics Recycling Event has been a successful collaboration between the City of San Marcos, Texas State and Stericycle, with an upward trend of participants and weight of end-of-life electronics accumulated and collected since the event's inception in 2009. Our participation has grown from 170 to as high as 250, while the total accumulated weight of end-of-life electronics has grown from 20,000 pounds to 35,000 pounds, and we anticipate this trend to continue.

Items that are not accepted at the event:	
• Microwaves	• A/C Units
• Refrigerators	• Other Appliances

recycling locations throughout numerous buildings; you can ask building administrative assistants for help finding the locations, or just look for the green box.

Items that will be accepted at the event:	
• Televisions	• Old Circuit Boards
• Scanners	• Floppy Disks/CDs/DVDs
• Computers	• Radios
• Gaming Systems	• Cell Phones, Batteries
• Keyboards, Monitors, Mice	• Stereo Systems
• LCD/Plasma Screens	• Fax Machines
• Cords, Cables	• Speakers/Amplifiers

The Texas State University EHSRM office also has a battery, small ink jet cartridge and cell phone recycling program, where students, faculty, and staff can bring these items from home to be collected and properly recycled. In 2014, this program had 35 locations throughout the Texas State campus. With the growing Texas State population, along with increased awareness and desire to participate, there are now 61 battery

(Continued on page 8)

Welcome To the Team!



Jose "Jaime" Aguilar
 Grounds and Waste Management Operations, Head Grounds Maintenance Worker
 Jamie hails from San Angelo, Texas and previously worked at Angelo State University before coming to Texas State. He enjoys cars, hunting, and fishing.

Amos Aguirre
 Facilities Operations, A/C Mechanic I

Amos is from Brownsville, Texas. Prior to coming to the Facilities department, he was employed with the Department of Housing and Residential Life. Amos and his wife, Odelia, have three daughters – Jaycia, Annahi, and Anaya. Amos loves swimming, working and spending time with his family.



Adrian Buitron
 Utilities Operations, Instrument Technician
 Before starting employment with Texas State, Adrian worked at the University of Texas at San Antonio. Adrian and his wife, Amanda, have two children – Meliane (2) and McKayla (5). Adrian enjoys hunting, fishing, travelling and taking his kids to the park.



Andrew Cassell
 Grounds and Waste Management Operations, Recycling/Waste Mgmt Wkr I
 Andrew Cassell is from Austin, Texas. He started as a student worker and after graduating in August of 2014, was hired full time in the Grounds and Waste Management department as a Recycling Waste Management Worker. Prior to working at the university, Andrew worked for the City of

Austin Aquatics and lived for a time in New Zealand. He enjoys the San Marcos River, reading, and watching the Spurs and Saints.

Eric Cobb
 Facilities Operations, Electrician II

Eric originally hails from Denver, Colorado. Prior to coming to Texas State, Eric worked at Eldridge Electric Company. He and his wife, Rebecca, have two children: a son, Aidan Wayland who is a student at Canyon High School and his daughter, Raistlynn who attends Canyon Middle School. The



Cobb family enjoys watching movies and documentaries about the universe and science, such as Cosmos.

Dawn Kiger
 Accounting Office, Accounts Payable Coordinator

Dawn, who is originally from San Antonio, TX, previously worked at Data Check Central, Inc. before coming to Texas State. Dawn and her husband, Kenneth, have two children - Jessica and Ryan, one grandbaby – Nicholas, and 3 dogs – Bailey, Heidi, and Isabelle. Dawn is an avid runner and also enjoys spending time in her garden and being outdoors. Above all, she is a family oriented person and loves spending time with her grandson and family. Dawn considers herself a very friendly and outgoing person who is always ready to lend a helping hand. She tries to find the glass half full in most situations. Welcome Dawn!



Richard Housley
 Facilities Operations, Plumber II

Richard is from San Antonio, Texas. Prior to his employment here at the university, he worked with the Local 142 Plumbers and Pipefitters Union. He and his wife, Michelle, have three kids: Darian (16), Graesen (11) and Greenlee (9). Richard enjoys being a father and coaching basketball.



Brian Rabel
 Facilities Operations, Electrician II
 Brian is from New Braunfels, Texas. His former employer was Industrial Electric Service in Seguin. He and his fiancé, Kirsten Anderson, have a son named Casey and consider their two dogs as their other kids. Brian enjoys hunting, fishing, BBQ cook-offs, remodeling their home, and in his spare time, camping and hanging out at the beach.

Ruben Salas
 Facilities Operations, A/C Mechanic I

Ruben hails from San Marcos and previously worked at Woods Comfort Systems before joining the university. Ruben has a three year old daughter and he likes to BBQ and play sports.



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