



HR Bulletin

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TEXAS  STATE
HUMAN RESOURCES

We would love to hear from you! Please send us your suggestions to hr@txstate.edu

Plan Ahead

For Holidays and Energy Conservation Days in December



Texas State will observe the holiday break with most offices closed December 19 – December 30, 2016. Texas State will re-open January 2, 2017. December 19 - 21 are designated as energy conservation (EC) days. Since comp time may not be granted in advance, you will need to acquire the necessary state comp time or FLSA overtime for the EC days prior to those days. Supervisors must provide ample opportunity for employees observing the EC days to earn the comp time in advance. If comp time is not available, you must use available vacation or take leave without pay (LWOP).

Employees are required to be on a paid status at least part of the regular workday immediately before a holiday in order to receive holiday pay. Therefore, if you do not have comp time or vacation available for the EC days in December, you will not receive pay for the holidays in December unless you work part of the day on December 21. State law will not allow us to pay for holidays when a person is on a LWOP status the entire day before a holiday.

Guidelines for Time Recording

Remember, you only report exceptions to your normal work schedule. All holidays are already programmed into your work schedule so you do not record the holiday itself. The system also knows if you are eligible for the holiday based on whether or not you are in a paid status on the day before the holiday.

If you work on a holiday, be sure to enter Code 0100, Additional Hours Worked for all hours worked. Regular staff who report to work on an official holiday will be allowed comp time off during the twelve-month period following the holiday.

Essential Offices

Some offices have been designated as “essential offices” to remain open with skeleton crews for the three EC days. Other offices may be requested by their vice president to remain open as well. To view a list of departments designated as essential offices, see the holiday schedule on the HR website at www.hr.txstate.edu/Holiday-Schedule.html.

Texas State Blood Drive

The next Blood Drive will be held on November 2 from 9 a.m. – 3 p.m. on JCK 1100. The Blood Center of Central Texas brings their mobile unit on a regular basis to allow employees to donate blood on campus since there is no donation center in San Marcos.

Prior to donating, you must:

- eat a full meal
- provide a photo ID
- be at least 17 years old
- weigh 115 lbs. to donate whole blood; 110 lbs. to donate platelets
- be in good health

To register, go to www.inyourhands.org

- Click on the “Donate Blood” Button
- Click on “Make an Appointment” Button
- Search by our scheduled drive date, or zip code, or our Group Code: A059
- Click on our schedule of available appointment slots and book your donation time!



**One blood
donation
can save
up to 3
lives**

**Wednesday,
November 2**

**JCK 1100
9 a.m. – 3 p.m.**

H A P P Y
Thanksgiving

November 24

*From all of us at
Human Resources*





PERFORMANCE MANAGEMENT: MID-YEAR ASSESSMENT

As we near the middle of the performance appraisal cycle it is important to meet with your staff and determine their progress against the stated goals and objectives that were set at the beginning of the year. Please use the months of October and November to meet with your staff and discuss their progress, their performance, and what remains to be accomplished by the end of the cycle.

This will include a review of their performance management plan that was established at the beginning of the year with the goals and objectives for the year. While this is an informal process, managers may make comments and notes in the “notes” section of the on-line SuccessFactors performance management system. These notes may assist in assessing the employee’s overall performance at the end of the cycle.

[Learn More Online:](#)

[Tools and Resources](#)

[Tutorials/Training](#)





SAP: Go paperless in November and enter to win a Texas State T-shirt!

This month: Elect the W-2 online delivery of your annual W-2 Form to automatically enter for your chance to win a Texas State University T-Shirt!

- Instructions to elect [online \(paperless\) delivery](#) on the [SAP Portal](#) are available on the [Payroll website](#).
- The election process is a **one-time enrollment** using our secure website.
- SAP will automatically send you an **election confirmation e-mail**.

Congratulations to the September T-shirt give-away winners!

Kelly A Norton - Accountant, Finance/Support Services

Dr. Guowei Yang - Assistant Professor, Computer Science

Kelly A Mainor - Development Officer, Alumni Relations

Another three winners will be chosen this month!

Benefits of the electronic W-2 Form:

- Access to your W-2 form in mid-January of each year
- Print the W-2 form at your convenience
- Ensure the security of your W-2 by stopping the annual mailing of a paper copy
- Have access to your W-2 before the traditional U.S. mail delivery
- Help the university Go Green and save money in printing and postage costs

Important Disclosure Information:

- Consent for online delivery is only required once
- Upon termination of employment, all former employees will receive a paper W-2 for their last year of compensation
- For those employees *who do not elect online delivery*, a paper W-2 Form will be mailed to the last known address on or before January 31, 2017.

Notifications regarding the availability of the online 2016 W-2 forms on the SAP Portal are sent to all employees via e-mail in January 2017.

For any questions, please contact the **Payroll and Tax Compliance Office** at 5.2543 or payroll@txstate.edu.

The final deadline for electing online (paperless) delivery is December 31, 2016

SAPTM

Update Dependent SSNs in ERS

Did you receive a letter from ERS requesting an updated social security number (SSN) for your dependent?

In order to provide tax documents for Affordable Care Act (ACA) reporting, ERS needs to have an SSN or ITIN (Individual Taxpayer Identification Number) for all dependents covered on your health insurance through Texas State.



If you have not yet provided your dependent's SSN or ITIN, please contact Benefits at 245-2557 or stop by JCK 360. We can get this updated in ERS so your ACA tax forms are correct. To help keep your private information secure, please *do not* e-mail any SSN or ITIN information.

What is the difference between a new position and a reclassification?

A reclassification:


- Based a significant change in duties of an existing position
- Requires a job audit to review current title, pay grade, FLSA overtime status and other factors;
- Results in a change in title;
- May result in a pay increase;
- A review of the current title, pay grade, FLSA overtime status and other factors.

A new position:

- Adding a position to the department budget and org structure;
- Requires a job audit to identify duties and determine title, pay grade, FLSA overtime status and other relevant information;
- Creates a vacant position, typically for posting.

For questions please contact Compensation at 512.245.2557





EMPLOYEE WELLNESS FAIR 2016

what a SUCCESS!

Thank you to everyone who attended the Employee Wellness Fair last month!

The Fair had an attendance of 554 employees and a record number of vendors at 52. The Seton Big Pink Bus reached maximum registrations at 21 mammograms.

The following services were offered:

- Immunizations: 210 Flu Shots and 10 Tdap (CVS), 188 Flu Shots (Walgreens)
- Mammograms
- Blood Pressure Screening
- Glucose Screening
- Lung Function Screening
- Vision Screening
- Hearing Screening
- Video Otoscopy
- Impaired Driving Simulator

Grand Prize Winners:

- HP Chromebook Laptop: Michele Dziadik-Willingham, College of Health Professions
- Footsmart® Electronic Foot Pedaler: Brad Daniels, Facilities Operations
- 2, One-Day Summer 2017 Schlitterbahn Tickets: Beth Welch, Facilities Operations
- One-Semester Campus Recreation Center Membership: Karla Pizana, Materials Science and Engineering
- 2 TXST Football Tickets: Stacia Moore, Utility Operations
- Hays Food Bank Donation Grand Prize Winner of 2, One-Day Summer 2017 Schlitterbahn Tickets: Jessica Etzler, Technology Resources Administration

**thank
you!**

Committee members

Carolyn Swearingen of the Dept. of Health and Human Performance;
Julie Eckert and Arlene Cornejo of the Student Health Center;
Denise Wagner of Technology Resources Administration;
Joyce Wilkinson of Technology Resources;
Tina Jackson of Testing, Research-Support; and
Rose Trevino, Karen Hollensbe, Patty Cano and Marsha Moore, all of HR.

Did You Get Your Flu Shot Yet? It is Not Too Late!



Protect yourself during flu season! Get your flu shot at your primary care physician's office or at a participating pharmacy. If you are participating in GBP insurance (HealthSelect, Scott & White, or Community First), the flu shot is covered 100% through your PCP or network pharmacy. All you need is your insurance card to file the claim.



Help Wanted: Building a Culture of Health

*Contributing Authors: Lisa K. Lloyd, PhD, and Sylvia H. Crixell, PhD,
WellCats Leaders*

If you haven't heard, Texas State now offers WellCats, a comprehensive employee wellness program developed for faculty and staff by faculty and staff. A primary focus of WellCats is to build a Culture of Health within our work environment to make the healthy choice the easy choice. As illustrated in the figure, there are many factors that influence employee health. The WellCats leaders will continue to develop and implement strategies specific to each factor, but we need your help. You, too, play a part in building a Culture of Health. You can have a profound impact on Coworker Support. There are many ways to be a supportive coworker. Below are just a few:

- *Bring fruit, yogurt, and granola instead of donuts and cupcakes.*
- *Invite a coworker to join you for a WellCats cooking class, Lunch 'n Learn, or health behavior coaching session.*
- *Cover for a coworker so that he/she might take wellness time and attend an exercise class.*
- *Send a positive email to a coworker who might be having a bad day.*
- *Publicly praise your coworkers.*
- *Listen to your coworkers.*
- *Before Friday night happy hour, how about a walk through the park after work with coworkers?*
- *When celebrating, such as during the holidays or a coworker's birthday, make sure healthy options are available at the party.*
- *Instead of going to lunch with coworkers, invite them for a noontime walk.*



If you are already a member of WellCats, thank you for your participation. If you are not and would like to join this free program, please visit our website <http://www.hr.txstate.edu/worklife/wellcats.html>

Regardless, you do not have to be a WellCats member to be a supportive coworker.

We hope that we have provided you with some ideas on how to help make the healthy choice the easy choice at Texas State.



Welcome New Employee Bobcats

Join us in welcoming the following employees hired between September 12, 2016 and October 3, 2016.

Barbara C Rusin

Sr Administrative Assistant
Office of Undergraduate
Admissions

Francisca M Contreras

Custodian
Department of Housing and
Residential Life

Veronica E Molina

Grant Coordinator
Student Support Services

Nicholas R Gravois

Athletics Intern
Strutters/Ticket/Mktg/Cheer

Luz Maria M Osorio

Custodian
Department of Housing and
Residential Life

Alberto Maldonado
Air Conditioning Mechanic I
Facilities Operations

Lucas W Westbrook

Athletics Intern
Strutters/Ticket/Mktg/Cheer

Jose M Pavia

Locksmith
University Police

Rebecca J Glisan

Grant Coordinator
Texas Justice Court Training Center

Simon McCurley

Custodian
Department of Housing and
Residential Life

Joseph W Kipp

Grounds Maintenance Worker II
Campus Recreation

Caitlin B Murphy

CARES Clinic Manager
CARES Clinic

Bailey J Crawford

Administrative Assistant I
Office of Undergraduate
Admissions

Lynn R Fortney

Library Assistant II
University Library

Kaitlin White

Administrative Assistant II
Student Center

Tabitha B Dunn

Library Assistant III
University Library

Jason E Crouch

Library Assistant III
University Library

Mark Martinez

Custodian
Department of Housing and
Residential Life

John R Curnutt

Grant Coordinator
ALERRT Center

Sonya R Rahrovi

Grant Coordinator
Texas Justice Court Training Center

William D Cook

Grant Specialist
Tx School Safety Center

Jamie L Falconnier

Student Development Specialist II
Political Science

Jennifer L Babington

Supervisor, Health Information
Management Student Health

Allison P Ferry

Grant Secretary
ALERRT Center

Danielle A Brisby

Grant Coordinator
Student Support Services

Fashia Feroz

Administrative Assistant II
Office of Disability Services

Cedrique C Flemming

Graphic Artist I
Sports Information





NEW EMPLOYEE WELCOME (NEW) II

Friday, November 11, 2016

8 a.m. - 1:30 p.m.

Bobcat Stadium - Football End Zone Complex

We remind all new staff employees hired during the past month that the second part of New Employee Welcome (NEW) will occur on Friday, November 11.

NEW is designed to provide useful information to new employees regarding the resources, benefits, and opportunities associated with employment at Texas State University.

NEW II, held on the second Friday of each month, is the second part of the required orientation program for all new Texas State staff hired during the past month.

Breakfast and lunch is served.

For more information, contact Professional Development at ext. 5.7899.



NOVEMBER workshops

The featured workshops are coordinated through Professional Development.

Registration in the [SAP Portal](#) opens for each workshop three weeks prior to the workshop date and closes the week prior to the workshop date.



MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
	**** 7 habits of Highly Effective People	Texas State Blood Drive From Foster Care to College Student: Helping Support Foster Care Alumni Succeed at Texas State NEW Kual Research Overview *** Survival Spanish	NEW Health and Wellness Lunch and Learn Series: Safe at Home Exercises *** Survival Spanish	
	7	1 8	2 3	4 11
	**** 7 habits of Highly Effective People NEW Study Away Opportunities for Students: National Student Exchange & Study Abroad	*** Survival Spanish		*** Survival Spanish New Employee Welcome (NEW) II
	7	8	9 10	11
*Securing Confidential Information	**** 7 habits of Highly Effective People *Securing Confidential Information	University (US1100) Seminar and PACE (Personalized Academic and Career Exploration)	Allies Training	
14	15	16	17	18
	**** 7 habits of Highly Effective People	Using Focus Groups for Assessment		
21	22	23	24	25
	Research Cash Advances	SAP Chart of Accounts * For the Record: What you really need to know about records management	* For the Record: What you really need to know about records management	
28	29	30	Dec 1	

(*) Workshop offered either dates.

(**) Workshop is a two-part course.

(***) Survival Spanish consists of 8 Wed & Fri sessions between October 19 - November 11

(****) 7 Habits is a five-part course that are half-days

Please visit [Professional Development's workshop website](#) for further information.



TEXAS STATE

Employee Discount Program

To help you stay up to date on new ways to save, check out this month's featured discounts from the [Texas State Employee Discount Program](#).

Limited-time offers and regional programs are also available.

- **OGIO:** Save 25% on all OGIO products! OGIO designs innovative bags that combine unique style with intelligent design—for golf, travel, fitness and more.
- **Samsung:** Get a head start on holiday shopping with Samsung! Enjoy exclusive, members-only pricing on the latest Samsung products—including TVs, tablets and PCs.
- **Lenovo:** It's the season for savings! Enjoy exclusive low prices on select Lenovo laptops, tablets, desktops and accessories.
- **TireBuyer:** Save 10% on a set of four tires or rims with TireBuyer.com! Enjoy great deals on top brands and get the perfect tires for your vehicle.
- **Liberty Mutual:** For more than 100 years, Liberty Mutual has helped people live safer, more secure lives. Take advantage of your exclusive employee rate—get a quote today!



www.beneplace.com/txstate

HAVE YOU VISITED BOBCAT BALANCE LATELY?

Bobcat Balance is Texas State's Work Life Employee Assistance Program (EAP).

We're here to help you balance life's challenges so you can get back to celebrating your everyday successes.

More information is available in the following [brochure](#), [newsletter for supervisors](#), [newsletter for employees](#), and [newsletter for employees \(en espanol\)](#)

Call toll-free at 855.884.7224 or visit www.worklife.txstate.edu

User name: txstate | Password: txstate

Visit Bobcat Balance today!



www.worklife.txstate.edu

PATRICIA HEATH

Senior Administrative Assistant,
College of Liberal Arts

EMPLOYEE OF THE MONTH October 2016



Dr. Eugene Bourgeois and Patricia Heath

Pat Heath has been an indispensable part of the College of Liberal Arts team. Pat's primary work is keeping track of and processing the constant flow of information and the many administrative processes involving the college and its nine departments and three research centers. She is the person who keeps the chairs and center directors on track, assisting them in completing tasks that are essential for the successful operation of the college and the university. Pat oversees the entire tenure/promotion process, working several months each year to ensure that all materials are submitted on time and in perfect order. This task, like many others she performs, requires meticulous attention to detail, precise scheduling, and--most important of all--tactful communication with nine department chairs and the twelve other faculty members of the College Review Group who review tenure/promotion applications. Thanks to her care and attention, the entire process and the resulting files sent to the university administration are models of excellence. Pat performs many other critical duties: maintaining personnel files for more than 250 faculty, processing workload reports each semester; coordinating, gathering, and organizing information for countless reports, annual reviews, and online information archives; working with department chairs and the Dean to complete the annual contract renewal process for tenure-track faculty; and many other duties too numerous to list here.

Pat is one of the dedicated staff at Texas State who keep the machinery of the university running. She is a self-starter, knows her job extremely well, takes initiative in launching every process in a timely manner, and does everything with good humor, helpfulness, and dedication to the mission of the College. Pat also has exceptional interpersonal skills in serving a wide range of personnel across campus. She relates effectively to staff in the College office, always demonstrating a willingness to help others and to fill in when a colleague is away. She also works skillfully with department chairs, striking the perfect balance in reminding them firmly of deadlines, but always in a tactful way, keeping them on schedule. She likewise works with personnel in faculty records and other campus offices, knowing whom to call in order to expedite administrative processes and thereby provide the best possible service.

Pat Heath does her job well--plus. She is always willing to come in early, to stay late, or to volunteer to help after hours on special projects. Pat spends countless hours putting together a lengthy program for the annual Awards Day for students. She produces a beautiful program that shows the College at its best for the nearly 400 students and parents who attend the event. Her work on this event is well "above and beyond," as is her volunteering to assist at the evening program itself.

Congratulations, Patricia, on your dedication, professionalism and hard work!





Back Row (Left à Right): Lyda Guz, David Coleman, Teri Werlein, Dan Eggers, Joe Calderon, Joshua David Matthews, Tim Plocica, Annette Hamon, Ken Pierce, Ramona Kelly

Front Row (Left à Right): Julie Cooper, Katie Salzmänn, Carla Ellard, Charlotte Lund, Karen Sigler, Lynn Buehler, Debra Christian, Joan Heath, Dr. Barbara Breier, Kelly Raaz, Brenda Henderson, Stephanie Schulz

Texas State Quarterly Team Award

Lonesome Dove Reunion and Trail Team

The Texas State Quarterly Team Award was presented to the Lonesome Dove Reunion and Trail Team. The team members include: JaNelle Barnes, Jose Becero, Dr. Barbara Breier, Lynn Buehler, Joe Calderon, Debra Christian, David Coleman, Julie Cooper, Steve Davis, Dan Eggers, Carla, Ellard, Kim Finney, Matthew Flores, Lauren Goodley, Lyda Guz, Annette Hamon, Joan Heath, Brenda Henderson, Ramona Kelly, Charlotte Lund, Joshua Matthews, Mariah Medina, Ken Pierce, Tim Plocica, Kristi Poe, Erin Purdy, Kelly Raaz, Todd Richardson, Katie Salzmänn, Stephanie Schulz, Karen Sigler, Aaron Sinkar, Charles Vestal, Ryan Wallace and Teri Werlein.

The entire university community benefited from the Lonesome Dove Reunion and Trail because it raised awareness of Texas State University as a whole and the Wittliff Collections in particular. Program events provided an opportunity for Texas State University top-level administration to engage VIP guests at the gala, including members of The Texas State University System Board of Regents, members of the Texas legislature, donors who currently support the university, and new donors and prospects from a broad geographic area.

This one-time project exceeded the financial goal, which was to net \$1,000,000 for the Wittliff Tomorrow Fund, a special reserve dedicated to acquiring important new collections, such as the Cormac McCarthy Archive acquired in 2008, that enhances the research mission of Texas State University and the Wittliff Collections and contributes to attainment of Association of Research Libraries membership. The program infused alumni, students, and existing donors with a sense of pride in their affiliation with and support of Texas State.

cont. on next page...



quarterly team award cont...

The program engaged new donors and prospective donors.

and succeeded in its goal to attract widespread media attention to the university. The program reunited the cast and crew of “the world’s most beloved western” for the first time since production wrapped in 1988 as a celebration of their work, and as a tribute to author Larry McMurtry’s Pulitzer Prize-winning novel. Outside audiences witnessed the Wittliff Collections’ dedication to preserving and honoring the cultural history of Texas.

The Lonesome Dove Reunion and Trail was officially announced on September 30, 2015. Available tables at the gala sold out within two weeks. Demand for seating and interest in the gala skyrocketed at this point and responses from cast and crew began pouring in. Ultimately, more than 30 members of the cast and crew participated in the reunion gala. There were five panel discussions which were free and open to the public. Participants included actors Robert Duvall, Danny Glover, Diane Lane, Ricky Schroder, and Barry Tubb, as well as the film’s director, executive producers, and many other cast and crew.

This massive undertaking was made possible through the teamwork of the leadership and support staff of Information Technology, the University Library, the Wittliff Collections, University Advancement, and University Marketing.

Program events provided a unique opportunity to unite members of five university departments on one team for a common cause. This cross-campus team consisted of 35 staff who worked together for the first time to stage the largest fundraising event in the history of Texas State University. Lessons learned from the planning and execution of the Lonesome Dove Reunion and Trail will be invaluable to the success of future large-scale university events.

The Lonesome Dove Reunion and Trail demonstrated to current and prospective donors the university’s ability to plan and execute a complex program that required

staff to operate far outside their comfort zone. Team members had to be nimble, flexible, and ready for unexpected problems in the execution of the program, which included 11 events in multiple venues across the city of Fort Worth within the span of six days.

The complexity and scope of the program required an unprecedented group effort from a large, interdepartmental team who came together to make possible the largest fundraising event in the history of Texas State University. The team demonstrated its ability to manage a large-scale multi-venue program in a city nearly 200 miles from campus. The program called for 10- and 12-hour workdays the week of March 28 – April 1. The team went above and beyond the call of duty in Fort Worth, making sure that all stakeholders had the very best experience possible. Stakeholders included 30 VIP celebrities and crew members who created the Lonesome Dove miniseries. Without exception, this team filled their needs and special requests quickly and with extreme professionalism. The team also provided for the needs of sponsors, donors, partners, and the media and managed a fundraising gala attended by 850 people. Unforeseen challenges surfaced frequently over the course of our week in Fort Worth. The team was ready and responded with quick, agile thinking; creative problem solving; and a selfless dedication to a successful outcome for all parties involved.

“This massive undertaking was made possible through the teamwork of the leadership and support staff of Information Technology, the University Library, the Wittliff Collections, University Advancement, and University Marketing.”

Congratulations to the Lonesome Dove Reunion and Trail Team on its achievements and outstanding efforts!





From L – R: Kathy Whetstone, Christie Stampely, Margie Rodriguez, Debbie Chandler, and Rita Staires



From L - R: Jessica Etzler, Sylvia Cruz, Albert Cheng, Ralph Leal (representing Norma Gaier)

HR Forum Appreciation Awards

During our last HR Forum meeting, we took a moment to celebrate and recognize its most committed committee members. Since the revamp of the HR Forum two years ago, these members consistently attended each quarterly session, or ensured representation of their area by designating a substitute during the same period.

The dedication and reliability of these members has helped shape what HR Forum is today and to fulfill its purpose: to provide a forum for the exchange of ideas, opinions and knowledge between HR practitioners and committee members from departments across campus

We also want to take a moment to extend our sincerest gratitude to all committee members for their participation. All feedback we receive is used to guide our approach and push the Forum forward.

In recognition of outstanding attendance

Debbie Chandler, Student Health Center
Margie Rodriguez, College of Health Professions
Rita Staires, Department of Housing and Residential Life
Christie Stampely, McCoy College of Business
Kathy Whetstone, University Library

In recognition of outstanding representation of your area

Matthew Worthington, Athletics Business Office
Albert Cheng, Student Center
Sylvia Cruz, Student Business Services and Bursars
Jessica Etzler, Technology Resources
Norma Gaier, Career Services

Thank you for a great two years!

IN THE SPOTLIGHT: MOVIN' ON UP

We would like to recognize the following employees who were promoted or reclassified between September 12, 2016 and October 3, 2016.

Jackie L DeLeon

Promoted to Assistant Athletics Business Manager
from Accounting Clerk II,
Athletics Business Office

Laurie L Pickerill

Promoted to Sr Graduate Admissions Specialist
from Graduate Admissions Specialist,
The Graduate College

Teresa Q Donnell

Promoted to Sr Graduate Degree Audit Specialist
from Graduate Admissions Specialist,
The Graduate College

Katie J Alonzo

Promoted to Academic Budget Specialist
from Budget Assistant,
Mathematics

Mark A Burrow

Promoted to System Support Analyst
from Graduate Admissions Specialist,
The Graduate College

Amy E Gillis

Promoted to Administrative Assistant III
from Administrative Assistant II,
Office of International Affairs

Christina C Vaughan

Promoted to Administrative Assistant III
from Administrative Assistant II,
McCoy College of Business

Arrissa M Estrella

Promoted to Student Development Specialist I
from Academic Advisor I,
Round Rock Campus

Christopher G Dean

Reclassified to Assistant Director, Learning Spaces
from Technology Integration Specialist II,
Learning Spaces

Atkins N Fleming

Reclassified to Assistant Director, Learning Spaces
from Coordinator, Learning Spaces
Learning Spaces

John A Guerra

Reclassified to Corporal
from Police Officer,
University Police

Shea K Cockrell

Reclassified to Supervisor, Environmental Health,
Safety and Risk Management
from Environmental Health and Safety Specialist,
Environmental Health, Safety and Risk Management



TEXAS STATE[®]
HUMAN RESOURCES