

Summer 2018

FSS Essentials



FSS VISION:

Outstanding Support and Service: Making a Difference at Texas State

Eric Algoe
Vice President

Darryl Borgonah
Associate VP, Financial Services

Gordon Green
Interim Director, EHS&RM

John McBride
Assistant VP, Human Resources

Nancy Nusbaum
Associate VP, FSS Planning

John Root
Director, Auxiliary Services

Cristine Black
Assistant VP, Budgeting, Financial Planning & Analysis

Tom Shewan
Associate VP, Facilities

Valarie Van Vlack
Treasurer

LETTER FROM THE VICE PRESIDENT



Texas State University is diverse. That is a statement of fact, as diversity can be measured and quantified across a wide variety of readily available data points. Our diversity stretches across many dimensions. For example, we have a rich mix of people from different geographic regions of Texas, the United States, and the world. We also have a mix of people from cities versus rural areas, conservatives and liberals, and from a wide range of family income levels. Of course, our diversity is also clearly on display when it comes to the race and ethnicity

of our students, faculty and staff.

We will celebrate a little bit of that diversity at the FSS Kickoff at the end of the summer with our theme, "The many faces of FSS". We are asking all of you to help us celebrate the rich diversity of our division by sharing your photos to be shown onscreen during our celebration.

We ask for photos of important family, friends, and co-workers' milestones over the next two months. You may include photos of Pre-K to high school and college graduations, weddings and anniversaries, births, adoptions, baptisms, any spiritual and religious events, sporting events, Memorial Day and Fourth of July

Continued on page 8...

DATES TO REMEMBER

July

- July 4
 - Independence Day - Texas State University holiday
- July 7
 - Tell the Truth Day
- July 9
 - First Day of Summer II Term
- July 13
 - Friday the 13th
- July 22
 - Parents' Day
- July 30
 - World Friendship Day
- July 30
 - World Day against Trafficking in Persons

August

- August 3
 - International Beer Day
- August 7
 - Purple Heart Day
- August 9
 - World's Indigenous Peoples Day
- August 10
 - Texas State Commencement
- August 12
 - International Youth Day
- August 19
 - World Humanitarian Day
- August 21
 - Senior Citizens Day

- August 26
 - Women's Equality Day

- August 27
 - First Day of Fall Term

September

- September 3
 - Labor Day - Texas State University holiday
- September 8
 - International Literacy Day
- September 9
 - National Grandparents Day
- September 10
 - World Suicide Prevention Day
- September 11
 - Patriot Day

- September 15
 - National CleanUp Day

- September 17
 - Constitution Day and Citizenship Day

- September 18
 - Air Force Birthday

- September 21
 - International Day of Peace

- September 24
 - First Day of Sukkot

- September 27
 - World Maritime Day

- September 29
 - World Heart Day

- September 30
 - Last Day of Sukkot

FSS DIVERSITY

Colleges and universities are in a constant battle for students. Every year, similar to college athletics selection day, schools fight to bring to campus the best and the brightest. Schools spend a considerable amount of money to ensure not only the enrollment but also the retention of these students.

If you look at what colleges undertake to make this happen then you would see a normal business model with the end product being a quality education and a satisfied customer. Good or bad, more and more schools are treating students as customers. What happens in between enrollment and customer satisfaction is the challenge for colleges.

Students are becoming more aware of their financial commitment and expectations for service and product outcome. Consumer awareness is growing. At a time where the college experience is being challenged and questioned, the difference between one school and another could be minute.

While much can be debated about this premise, there are some tenets of customer service that we should consider to be

important to colleges. Creating a great customer experience is imperative to continued business success. As such, we should strive to provide quality services. We should treat students with dignity and respect, give clear directions, be responsive, and timely.

Each student is unique. It is important that we understand the unique qualities of each student to provide the best service to meet their needs. Understanding the diversity of our students is important. Perhaps the golden rule of treating others as we want to be treated should be modified to treating students like we want our sons and daughters to be treated.

Whether we agree or disagree on whether to treat students like customers, we should focus on creating a great individual experience, one where students feel comfortable and empowered.

Every employee interaction makes a difference!

VPFSS Brown Bag

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

Thursday, Jul 19
Human Resources
11:30 a.m. - 12:30 p.m.

Thursday, Aug 23
Accounting Office
12:00 p.m. - 1:00 p.m.

Thursday, Sep 20
Custodial Operations
11:30 a.m. - 12:30 p.m.

AND THE WINNERS ARE...

April 2018 FSS Quarterly Team



First Row: Kevin Ryan, David Sambrano, Fermin Torrez, Doug Bynum, Samuel Brakhage, Rolando Bolanos, William "Grant" Love Waraska;

Second Row: Jeremy Newberry, Bentura Vargas, Josh Romero, Barbara Burns, Bill Gibbs, Matthew Menchaca, Barbara Delgado, Kelly Vines, Nancy Nusbaum, Ruben Villarreal;

Third Row: Chad Wendel, Chris Miller, James "Chris" Wilkerson, Raymond Reyes, Gilbert Morales, Lee Torres, Raul "Cesar" Torres, John Perez, John Brotze, Michael Spivey;

Fourth Row: Volodymyr Leshchuk, Eric Martinez, Robert Alan Harrell, Adrian Castilleja, Jerry Deleon, Joseph Runyon;

Not Shown: Miguel Hernandez, Mario Mendez, Raymond Delgado, Brian McKay. David Pardo, Nathan Lawrence, Marcus Pacheco, David Flores, Christopher Castro, Robert Coleman, Michael Kubin, Hilario Villarreal, Dennis Pennings, Neil Bascos, Robert Norman, Roy Eastwood, Hector Vasquez, Harry Gonzales, and Larry Mutscheler.

June 2018 Employee of the Month



Michael Petty, Aaron Noto, and Eric Algoe.

Aaron Noto, Construction Coordinator, Facilities Planning Design and Construction (FPDC), was selected as the Texas State Employee of the Month for June 2018.

During his time with the FPDC department, Aaron has demonstrated excellence in customer service and a willingness to learn and grow in his position. His demeanor towards others exemplifies the mission and standards of Texas State University. Recently, Aaron's counterpart on the Health Professions Building project took a leave of absence and Aaron stepped up to manage the construction site, as well as, all administrative aspects of the project. This demonstrates his leadership skills and willingness to complete a project with the University's best interest in mind. He truly is a great asset to the FPDC team.

FSS PICNIC

FSS employees had an epic time at this year's employee appreciation picnic with a Surf's Up theme. The 24th annual event took place at Sewell Park on April 27th.

DJ Electro Zuniga furnished the radical tunes, and McAlister's Deli provided the totally tubular sandwiches. The weather was perfect for playing a few competitive games like tube toss, water relay and sand relay.

Later on, the horseshoe tournament was held and the team, Limb Chickens, went undefeated and were stoked to take 1st place. Congrats to A.J. McMillan and Lee Torres!

Thanks to local vendors and campus departments who donated to this event, over 75 door prizes were given out!



Continued on page 5...

WELLNESS WISDOM Be more than healthy, BE WELL!

Contributing Author: Dr. Sylvia Crixell, Ph.D., R.D., Nutrition and Foods, School of Family and Consumer Sciences

One important goal of WellCats is to help our employees consider a comprehensive view of personal wellness, exploring the eight broad areas that help us proactively seek wellness:

Environmental Wellness

Broadly speaking, environmental wellness involves living in harmony with the planet, considering how our actions impact the natural world, and conversely, how we can avoid exposure to environmental threats that may harm our health.

First, let's consider how lifestyle choices can minimize environmental damage. For many of us, this is familiar territory. For example, we can reduce our carbon footprint by driving a car that gets good gas mileage, being conservative with air conditioning, consuming less meat, buying local produce, etc.

We can also take additional steps to protect our environment. We can use our own stainless steel water bottle instead of plastic bottles; we can rely on reusable bags instead of plastic bags; we can even carry our own silverware instead of using plastic throwaway forks, spoons, and knives. Plastics are an under-recognized environmental hazard – as they are not biodegradable, they contribute to 25% of landfill waste, making their way into marine and bird life, killing millions of marine creatures that are foundational to life on earth. On a positive note, in many cases, our small behavioral changes,



such as reducing our reliance on plastics, keep us in harmony with our natural world and collectively make a big difference for our environment!

What may be a new perspective, is considering how we can limit our own personal exposure to environmental toxins. Unfortunately, in our industrialized world, environmental toxins abound.

Let's consider one example - bisphenol A, or BPA. Billions of pounds of this chemical are produced annually, as it is used ubiquitously in many hard, polycarbonate plastics, epoxy linings of most food and beverage cans and water pipes, thermal receipt paper, water bottles, compact discs, dental sealants, and toys. BPA is of concern as it an endocrine disruptor, acting as a weak estrogen, and also acting as a

regulator of gene expression. Present in the tissues of most of our citizens, BPA is a hot topic in the US and in industrial countries across the globe. Most countries have banned the use of BPA in baby bottles and "sippy" cups, but in the US in particular, regulation is elusive – banning a ubiquitous chemical such as BPA is not popular among many industries. And BPA is just the tip of the iceberg.

There are other compounds that touch our daily lives – such as BPA replacements (BPS) in cans and hard plastic goods, phthalates in softer plastic items, and substances that make pans be 'non-stick'.

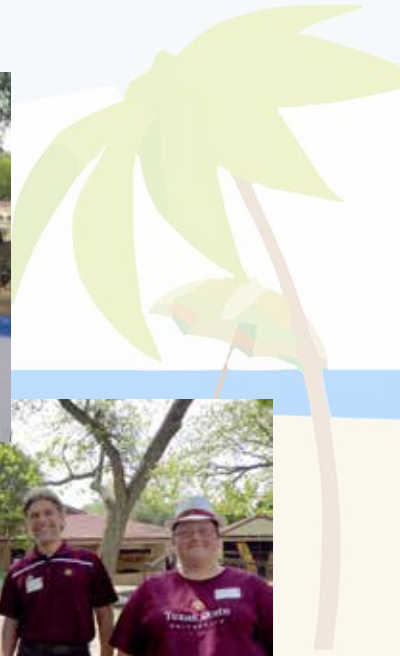
While we wait not only for more decisive results from scientific investigations but also for consensus among legislators – what should we do in the meantime to protect our families? Luckily, the answers are not so hard. We can decrease exposure to plastics and other chemicals that may enter the body by following common-sense practices. For example, some ideas include:

- Replace plastic food containers with glass containers;
- Avoid purchasing 'single-use' plastic containers in stores;
- Cook more often with whole foods, reducing the use of canned goods;
- Avoid microwave popcorn;
- Carry reusable bamboo or stainless steel eating utensils;
- Buy a stainless steel beverage container and keep it with you (vacuum bottles are very efficient at keeping beverages hot or cold);
- Use stainless or cast iron instead of skillets coated with a non-stick surface;
- If non-stick skillets are used, avoid heating them while empty, avoid cooking with high temperatures, and keep the stove ventilator fan running;
- Use glass baby bottles padded with a silicone sleeve;
- Use stainless "sippy" cups with silicone straws;
- Use silicone or ceramic plates and bowls for kids instead of plastic;
- Buy reusable silicone straws and stop using plastic ones.
- Provide wooden toys instead of plastic toys for teething infants;

The good news is that this advice is easy to follow with a bit of mindfulness in play. An added bonus is that protecting your family from environmental toxins is also good for the planet – contributing to environmental wellness.



FSS PICNIC ...Continued from page 3



MEET OUR NEW TEAM



Madeline Davila Adams
Director
Payroll and Tax Compliance

Madeline is originally from Puerto Rico and she comes to Texas State from United Technologies Corp. where she was a Payroll Tax Specialist. Madeline has one fur baby, a "grey guagua", who she rescued from a no-kill shelter 3 years ago. She is also a proud aunty of 3 boys. Madeline loves going to the movies, reading books, binge-watching Netflix and Broadway musicals. To keep her mind challenged, she is currently learning to play the ukulele. Her favorite superhero is Iron Man. If you're ever in JCK, stop by and see the collection!



Cristine Black
Assistant Vice President
Budgeting, Financial Planning & Analysis

Cristine comes to Texas State from Northern Illinois University where she worked for almost 18 years. She is excited to start this new chapter with her husband Scott and dog Charlie. In her spare time, she enjoys spending time with family and friends, playing games, bowling and watching movies.



Cranz Greenwood
Carpenter I
Facilities Operations

Please welcome Cranz Greenwood to the Texas State family in the Facilities Operations Department. Cranz has been hired as a new Carpenter I and comes to us from Job Corps where he previously worked as an Instructor. In his spare time, Cranz enjoys fishing.

Jessica Turnbow-Cao
Administrative Assistant II
Facilities Operations

Jessi comes to us from Sandbox ABA in Austin. She is married to Sang Cao; they have three fur babies – a Pointer/Lab mix named Waylon and two "fluffy and demanding" cats, Mattie and Oliver. Jessi volunteers with the American Legion and is a Board Member of the Dan Moody Museum. Her hobbies include home design and restoration, antiquing, and gardening. She loves live music and craft beers, touring historical homes and spending time with her family and cooking with friends.



Frank Castillo
A/C Mechanic II
Facilities Operations

Frank is married to Martha "Marty" and they have one son, Christopher. He hails from San Antonio and was previously self-employed. He enjoys playing music, camping and hiking with his family.



Mike Moore
Electrician II
Facilities Operations

Michael is from Georgetown and comes to the university after working at the Texas Facilities Commission. He is married to Shantil and they have two sons, Charlie and Payton. He enjoys hunting, fishing, ranching and quality time spent with his family.



STAFF SCOOP

FSS Employee News



Melinda Olivo, AVP for Financial Services Office, is proud to announce the graduation of her son, Jared, from San Marcos High School. We wish you nothing but success and happiness in your new journey!

Congratulations, Jared!



On June 1, 2018, George Trevino, son of **Rose Trevino**, Office of Human Resources, graduated from San Marcos High School. Rose is extremely proud of his accomplishments and recognitions which include: Top 10%; class rank 11 of 522; National Honor Society; Distinguished Scholar; UIL Scholar; "A" Honor Roll; Lions Club Student of the Week; Outstanding Student: Sport Statistics; THSCA Academic All-State 6A-1st Team; TABC Academic All-State Team; Academic All-District 14-6A.

Congratulations to Rose's son, and the Class of 2018 graduates!



Derek Hurtado, Grounds Operations, and his spouse, Erica Prado Hurtado, happily announce the birth of their second child, Averie Michelle Hurtado. Averie was born April 11, 2018. Baby Princess Averie weighted 6 lbs. and 3 oz. and was 19 inches long. **Patricia Prado**, VPFS Office, and Adolfo Prado are the proud grandparents.

Congratulations to the new parents and grandparents!

Jessica Lund, daughter of **Jeff Lund**, Office of Human Resources, graduated from Bowie High School in Austin this past month and will continue her education at Sam Houston State University in Huntsville in the Fall of 2018. She plans to major in Criminal Justice and minor in Forensic Science.

Congratulations to Jeff's daughter, Jess!



BOBCAT CHATTER

Tell us about a family member you are really proud of..

Gordie Green
Director
Facilities Management

I am really proud of my wife, Sandi Wheeler, for her 23 years of service to our country in the United States Air Force, retiring in 2003 as a Lt Colonel. On 9-11 she was serving in the Pentagon in the Air Force Operations Center. The Center had just been activated 25 minutes earlier, following the attacks on the World Trade Center, when Flight 77 hit the Pentagon. Following the attack, the building was evacuated...but key staff (including my wife) remained to keep operations going and get accountability of AF personnel assigned to the WTC and the Pentagon.

The Operations Center stayed in round-the-clock operation for months. Sandi and I were just friends at the time, and she was a single parent with a child in college and another in grade school. At the time, I was still active duty at Lackland AF Base in San Antonio. She couldn't get a civilian line or cellphone call out of the building due to the emergency, so she called me on a military line so I could call her family to let them know she was okay, and to arrange for her son's care.

She worked 12-hour days for months while Operation Iraqi Freedom was conducted.

OFF THE CLOCK

Mario Garza

*Grounds and Waste Management – Supervisor,
Recycling & Waste Management*

In his spare time, Mario Garza, enjoys the art of wood turning. He was first introduced to this form of art about thirty years ago when he was employed at the Austin State Hospital. His early work began by assisting patients



to help develop the patient's motor skills. An interesting fact is that some of the gavels that they made were used at the Capitol for the State Senate hearings...How cool is that!

In case you are not familiar with the art of wood turning, it is a process of turning or shaping wood on a lathe. A lathe is a machine used to shape the piece of wood. Since approximately 1300 BC, this method of woodworking has been used to create both beautiful works of art and practical tools. Though today, most professional commercial woodworking is done via machine or on a computer numerical control (CNC) machine. Mario told us that he designed his own lathe because a good lathe can cost thousands of dollars to purchase. After the wood is shaped or turned, it is given a polished finish.

The end product of his artistic pieces depends on the size of the wood and the type of wood used. Some woods work best for certain pieces but not all types of wood can be used for this artistry. Mario said that some woods are toxic and can cause allergic, toxic, infectious or respiratory reactions. One type of wood found in this area is Chinese tallow.



You would not want to use this type of wood because the sap contains needle-shaped crystals which can irritate the skin. If ingested it can irritate the tongue and could even cause throat swelling, breathing difficulties and upset stomach. This tree is native to China and Japan but is invasive to this area.

Mario said that on occasion, friends bring him pieces of wood, some with sentimental value. Of these pieces, he has transformed the wood into amazing works of art. Some of the unique works of art that Mario has created are items such as bowls and bows and arrows. Interestingly enough, Mario said that what he gains out of this intricate hobby is that it is sort of therapeutic and a good way to soothe away stress. This unique form of art is a lost craft and we are very proud of Mario for continuing to keep this form of woodworking alive.

Check out his amazing work.



OFF THE CLOCK is a section in the newsletter that showcases an interesting fact about a staff member in the FSS division. Did you publish a book, do you have a hidden talent, do you have a unique collection, or do you have an interesting hobby (just to name a few suggestions)? We welcome any information you would like to share in the newsletter!

LETTER FROM THE VICE PRESIDENT

...Continued from page 1

celebrations. All photos are due by July 31, 2018, to Patricia Prado, pp03@txstate.edu or text 512-787-0050.

While our diversity at Texas State is easy to measure, inclusiveness is not. Being inclusive means that we are thriving in an environment that is diverse. It means that all people are made to feel welcome. It means that we are accepting, and, more than that, appreciative of our diversity. Texas State University has done a wonderful job of becoming one of the most diverse universities in America over the past 20 years. Now we must apply our attention to ensuring that we build one of the most inclusive universities in America.

The American Council on Education (ACE) does a wonderful job of talking about the value of diversity and inclusiveness in higher education, so I will share some of their discussion on the topic, mixed with some of my own thoughts, here.

Texas State University shares ACE's longstanding record of commitment to access to higher education for all qualified Americans and to the advancement of equal educational opportunity. This commitment is reflected in our positions on public policy, our programmatic activities, and our employment practices. It has been expressed repeatedly in resolutions, pronouncements, policies, and marketing regarding affirmative action, nondiscrimination, equity, equal opportunity, and admission standards.

Each of the more than 4,000 colleges and universities in America has its own specific and distinct mission. A commitment to diversity is present right in the mission of Texas State University, "Texas State University is a doctoral-granting, student-centered institution

dedicated to excellence and innovation in teaching, research, including creative expression, and service. The university strives to create new knowledge, to embrace a diversity of people and ideas, to foster cultural and economic development, and to prepare its graduates to participate fully and freely as citizens of Texas, the nation, and the world."

We share the belief with many colleges and universities, borne of experience, that diversity in our student body, faculty, and staff is critical for us to fulfill our primary mission which is the creation and dissemination of knowledge. We also recognize that an inclusive environment where all of that diversity can thrive is a necessary component of our ability to be successful.

Why do we so strongly believe that diversity and inclusion are critical to our success? The ACE Board of Directors issued a statement on this question well. I have provided it below.

Diversity enriches the educational experience. We learn from those whose experiences, beliefs, and perspectives are different from our own, and these lessons can be taught best in a richly diverse intellectual and social environment.

It promotes personal growth and a healthy society. Diversity challenges stereotyped preconceptions; it encourages critical thinking, and it helps students learn to communicate effectively with people of varied backgrounds.

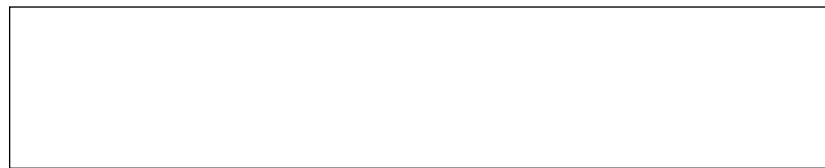
It strengthens communities and the workplace. Education within a diverse setting prepares students to become

good citizens in an increasingly complex, pluralistic society; it fosters mutual respect and teamwork and it helps build communities whose members are judged by the quality of their character and their contributions.

It enhances America's economic competitiveness. Sustaining the nation's prosperity in the 21st century requires us to make effective use of the talents and abilities of all our citizens, in work settings that bring together individuals from diverse backgrounds and cultures.

The ACE Board Report ends by saying, "the diversity we seek and the future of the nation do require that colleges and universities continue to be able to reach out and make a conscious effort to build healthy and diverse learning environments that are appropriate for their missions. The success of higher education and the strength of our democracy depend on it." I would add that, here at Texas State, we must make an even stronger effort to build an inclusive environment now that we have achieved diversity.

I, for one, am proud of the role I play at Texas State University for many reasons, but chief among them is the fact that we educate students from every background, from every creed, from every race, from every religion, and from every rung of the socioeconomic ladder. This is what it means to be a public university in my opinion. I invite you to share my pride in being a part of this great institution, and I ask you to participate in small ways, every day, to make sure that everyone from every walk of life feels welcome to be here and to be a part of the Bobcat family.



Digitally printed and addressed at Copy Cats at Texas State



The rising STAR of Texas

"Like a welcome summer rain, humor may suddenly cleanse and cool the earth, the air and you."

-Langston Hughes

Committee

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.

Alma Apodaca (AV12@txstate.edu)

Sylvia Cruz (SC17@txstate.edu)

Stephanie Daniels (SD1344@txstate.edu)

Karen Munoz (KM26@txstate.edu)

Melinda Olivo (MZ10@txstate.edu)

Patricia Prado (PP03@txstate.edu)

Elsie Romano (ER20@txstate.edu)

Vanessa Salazar (VS21@txstate.edu)

Crystal Schaffer (CMS263@txstate.edu)

Lauren Williams (LW20@txstate.edu)