A LETTER FROM THE AVP
By Juan Guerra

Over the past months, the university has updated several university policies. Following is a brief re-cap of some of the policy updates or revisions that may directly affect you and/or our processes:

The policy regarding Nepotism and Related Employment (UPPS 04.04.07), has been revised to bring the university into compliance with state law and Board of Regents Rules. Some of the significant changes include:

- Clarifying limitations regarding employment of children and other relatives of employees in the same department as the employee.
- Updating the relationship designations (Consanguinity and Affinity) and reporting requirements.

The policy regarding Disciplining and Terminating Staff Employees (UPPS 04.04.40) has been revised. Some of the more significant changes include:

- Adding a new requirement that oral reprimands need to be documented and clarifying disciplinary actions for attendance issues. Also, a new section was added regarding resignations and the section regarding termination was revised. Other changes include definitions for voluntary and involuntary terminations.

The policy regarding Staff Employee Mediation and Grievance (UPPS 04.04.41) has also been revised in order to comply with revised Board of Regents Rules. Some of the more significant changes include:

- Appeals are now considered grievances.
- Eliminates complaints altogether.
- Adds or revises definitions for the Hearing Office, Grievance, and Grievant.
- Clarifies the process for handling termination and non-termination related grievances.

The university also recently created an Animals on University Property policy that prohibits the feeding of feral cats and wild animals on campus. As you all know, there are many individuals on campus that routinely set out containers, trays or bags of food for the feral cats and other animals. Based on the new policy, Facilities staff can remove and dispose of those containers and/or any type of food left out for the feral cats and other animals on campus. Please keep in mind, interactions with staff, students and campus customers should be cordial and professional at all times. If someone objects to the removal of a container or food, please leave the container and/or food where it is and let your supervisor know the person’s name so we can follow up with that individual.

We’ll keep you posted as the changes/updates of these policies are finalized and distributed.
TREE CAMPUS USA
By Jay Cody

For the fifth consecutive year, Texas State University has received Tree Campus USA recognition from the Arbor Day Foundation. Texas State is one of 15 accredited institutions from the State of Texas to achieve this designation. In order to receive annual recognition, the Arbor Day Foundation has five standards that must be met:

Standard #1- A Campus Tree Advisory Committee –
Comprised of members representing the diverse audience of those with a stake in campus trees is established.

Standard #2- Campus Tree Care Plan-
The Tree Care Plan should be goal oriented and provide the opportunity to set good policy and clear guidance for planting, maintaining, and removing trees. It also provides education to the campus community, citizens, contractors, and consultants about the importance of the campus forest and the protection and maintenance of trees as part of the growth and land development process.

Standard #3- Campus Tree Program with Dedicated Annual Expenditures-
Evidence should be shown that an annual work plan has been established and expenditures dedicated towards that work plan. It is suggested, but not mandatory, that campuses work towards an annual expenditure of $3 per full-time enrolled student.

Standard #4- Arbor Day Observance-
The Arbor Day observance provides an opportunity to educate the campus community to the benefits of the trees on their campus property and in the community.

Standard #5- Service Learning Project-
This project should provide an opportunity to engage the student population with projects related to trees. The project must be done within the course of the year the application is submitted.

Texas State updates our campus tree inventory annually as well.

Further information on Tree Campus or any Arbor Day Foundation program may be obtained at:
http://www.arborday.org/programs/treecampususa/
EVANS FIELD
By Mark Cowan

Along Sessom Drive by the tennis courts is a low stone wall of unusual construction, with curving steps rising practically from the street and ascending to... nothing, save a bit of open ground lost in the shadows of pecan trees and a looming metal building.

In the early years, tennis, baseball and basketball clubs met at a vacant lot called the “athletic field” located several blocks south of the main building. Though rocks had been cleared from the playing surfaces, the ground remained rough and sloping, hardly conducive to honing one’s athletic abilities. A new, permanent home for the school’s athletes was needed. This home was found in the quiet valley north of the campus, heretofore a jumping-off point for student hikes and romantic encounters.

In its 1916 edition, The Pedagogue documented the use of the “New Athletic Grounds.” This new field, which would become known as Evans Field in honor of long-time college president, C. E. Evans, was fenced and cleared. Rough-and-ready wood bleachers were erected allowing the school’s baseball team to take the field. As the team developed, so too did the facilities with the erection of covered bleachers at the south corner of the site, parallel to the winding, tree-lined street then known as “Lover’s Lane.”

Football made its appearance at the Athletic Grounds that fall, played across right and center field. The fans forsook the bleachers to mob along the sidelines, spilling out onto the fields to lend personal encouragement to the players or suggest a good optometrist to the officials. Over the years Evans Field hosted intercollegiate, intermural and high school sports as well as contests between student and faculty teams. Evans Field even played a small role during WWI as a drill field for student cadets. In 1924 track and field events were moved across the river to a new, lighted location called “Kyle Field.” Students responded by raising over $10,000 to make the existing facility “a BIGGER, BETTER EVANS FIELD.” With these funds more of the adjacent hill was blasted away to expand the playing field. The gridiron was raised, leveled and irrigation installed. Modern bleachers were erected, adding over 800 seats. In 1930 students again donated funds, this time for stone walls to replace the old wooden fence, remnants of which survive to this day. Inevitably though, on September 30, 1932, Kyle Field was re-inaugurated as the “New Evans Field” and the former site was relegated to practice use and general P.E.

Today little remains of Evans Field. The wooden bleachers and concession stand have given way to the Tennis Center which now occupies the site. The significance of this site to University athletics remains intact however. In the open meadow that was once left field, a new generation of students play a rousing match of “Quidditch” while ROTC cadets march in the footsteps of those who a century ago left our campus to defend freedom in the trenches of France. The old Evans Field is gone but the school spirit that it fostered lives on.
2014 FACILITIES SAFETY STAR AWARDS

Mr. Guerra and Safety Committee Chair Beth Welch announced the Safety Star Awards at the Facilities Appreciation Luncheon on Friday, December 19, 2014.

From Utilities, Dennis Pennings

From Facilities Mgmt., Joel Bermea

From Custodial, Valerie Marrero

From Grounds, Albert Gomez

From FPDC, Aaron Noto

From Facilities Ops, Johnny Picasio
FACILITIES STAFF APPRECIATION LUNCHEON
Friday, December 19, 2014—LBJSC Ballroom

Beautiful set up!

Here they come!

Everyone is seated. Who’s that with the Mickey Mouse hat?

Mr. Guerra welcomes everyone.

Many thanks to the decorating and planning committee!

Also, our thanks go to our guest speaker, Dr. Pam Wuestenberg (right), Senior Lecturer in the Department of Health and Human Performance.

Our appreciation is also extended to San Marcos BBQ for catering the delicious food for this event.
The following Facilities employees received Just in Time Awards this quarter:

**From Utilities:**
Bryan Brassell  
Connie Brownson  
William Butler  
Mike Krouse  
Xavier Lopez  
Dennis Pennings  
Terry Pittman  
Hilario Villarreal  
David Wyly  
Rodolfo Zelaya  

**From Administration:**
Karen Munoz

**From Facilities Operations:**
Amos Aguirre  
Billy Bailey  
Connie Brownson  
Mike Burkepile  
Barry Buscha  
Leon Castano  
Jerry Cochran  
Paul Flores  
Mike Gantt  
Mike Machado  
Larry Martinez  
A.J. McMillan  
Dario Mendoza  
Henry Perez  
Johnny Picasio  
Jose Rodriguez  
Julio Rodriguez  
Doug Smith  
Travis Strouse  
Manny Villarruel

**From Facilities Mgmt.:**
Rose Barry-Pryor  
Joel Bermea  
Carole Dykema  
Edie Harvey  
Lindsey Sinner  
Joel Trevino

**From FPD&C:**
Freddie Alonzo  
Erica Anderson  
Liz Mendez  
Aaron Noto  
Amy Thomas

**From Custodial:**
Heather Bristow  
Blanca Castillo  
Frank Dempster  
Dwight Garza  
Tony Garza  
Eric Guerrero  
Adam Lomas  
Val Marrero  
Martin Mercado  
Jeremy Nybro  
Rosie Ortiz  
Marcus Pacheco  
Vicky Robles  
Rodrigo Rodriguez  
Manuel Salinas  
Oscar Trevino  
Phillip Vasquez  
Phillip Williams

**From Grounds:**
Jamie Aguilar  
Adrian Castilleja  
Bobby DeLeon  
Albert Gomez  
Nathan Lawrence  
Larry Peralez  
Sam Perez  
Joyce Phillips  
Raymond Reyes  
Jackie Tweedell  
Electro Zuniga

**Custodial Crew Supervisors**
Rodney Guerro (above) and Tony Garza (below) receive their awards from Fermin Torrez, Asst. Director.

**Electro Zuniga, Waste Mgmt. & Recycling Services Worker II,** received his award from Mr. Guerra.

**CONGRATULATIONS TO EVERYONE!**
Semi-Annual Toner and Print Cartridge Roundup

In February, Waste Management & Recycling completed its semi-annual Toner and Printer Cartridge Roundup. Over 11 pallets of used print cartridges were packed up and shipped out for recycling. At right, Head Waste Management & Recycling Worker Joaquin Martinez puts the finishing touches on a pallet of toner. Crews of student workers and full-time employees collected the cartridges from locations across campus for the past six months. For more information about toner recycling or to request a pickup, contact Waste Management & Recycling at (512) 245-7733.

Happy Retirement!

Joe Piazza was recognized at the Facilities Appreciation Luncheon in December for his service and dedication to the Facilities Training Program.

Pictured below with Joe are Mr. Guerra, AVP Facilities, and Beth Welch, Safety Committee Chair.

Other Recent Retirees Include:
- Oscar Barrera, Plumbing Shop
- Carmelita Castillo, Custodial
- Nicolasa Delgado, Custodial
- George Krezinski, FPDC
- Gilbert Martinez, Electric Shop
- Gilbert Sanchez, Grounds
- Mike Velasquez, Grounds

Upcoming Events

- April 3
  Good Friday
- April 5
  Easter Sunday
- April 18
  Electronics-Recycling Day
- April 22
  Earth Day Administrative Professionals Day
- May 10
  Mother’s Day
- May 14 - 16
  Spring Commencement
- May 25
  Memorial Day
- June 14
  Flag Day
- June 21
  Father’s Day
SPRING CLEANING
Recycling staff Joaquin Martinez (left) and Larry Peralez Jr. (right) clear damaged trees around the Recycling Center.

CONGRATS!
Connie Brownson, Administrative Assistant III for Facilities Operations, was recently named Outstanding Student Scholar by the Center for Diversity and Gender Studies. This award resulted largely from Connie’s two seminal articles, “The Battle for Equivalency: Female US Marines Discuss Sexuality, Physical Fitness, and Military Leadership” and “Rejecting Patriarchy for Equivalence in the US Military: A Response to Anthony King’s ‘Women Warriors: Female Accession to Ground Combat,’” published in Armed Forces & Society. The articles may be accessed via http://afs.sagepub.com/ and search “Brownson” on that page.

WAY TO GO!
FPDC would like to recognize Erica Anderson, Buyer, for her commitment and service helping to bring opportunities in dance and the arts to underserved areas of Austin. Erica has served the Ballet East Dance Company over the last 6 years in various areas and takes great pride in organizing dance productions which spotlight the talented youth which are the foundation’s focus.

Welcome!
Grandma “Gigi” Rose Barry-Pryor, Systems Analyst I, is very proud to announce the birth of her first grandson, Beckett Alan Culberson, on March 27th at 6:26 p.m. He weighed 7 lbs. 1 oz. and measured 20 inches long.
CONGRATULATIONS!

Newlyweds Bryan and Jenny Green were wed March 15, 2015, at Zilker Park in Austin. Bryan is the son of Gordon Green, Facilities Management Director.

Wendi Huebner, daughter of Ann Huebner, Facilities Business Manager, has had an exciting stock show season. In January, her lamb won Breed Champion at the Hays County Youth Livestock Show. Wendi was also part of all-girl FFA team that restored an antique horse-drawn hay rake that won Division Grand Champion at the San Angelo Stock Show at the end of February.

Wendi is currently a junior at San Marcos High School and is already planning projects for next year’s stock shows.

Quality, Responsive Service: Making a Difference at Texas State University

Texas State University

The rising STAR of Texas

Facilities would like to thank all who contributed to this newsletter.