

Winter 2022

FSS Essentials



FSS Vision:

**Outstanding Support
and Service: Making a
Difference at Texas State**

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LETTER FROM THE VICE PRESIDENT



As Texas State University began planning for the 87th Legislative Session, we faced a pandemic, an international economic crisis, a social justice crisis across America, and a challenging budget outlook for Texas. Of the four challenges, the state budget ended up being the least significant issue when the Texas Comptroller released a revised revenue estimate in January 2021 that provided a more optimistic outlook for the 2022-23 biennium in Texas. Rather

than the significant decrease in funding many had predicted in the early days of the pandemic, the new estimate anticipated that state general revenue funding would remain flat. As a result, Texas State ended the session in a stronger financial position than initially anticipated.

In early 2021, Governor Greg Abbott communicated his goals for the session during his State of the State address, outlining five legislative priorities: 1. Expanding broadband internet access, 2. Preventing local governments from “defunding” the police,

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DATES TO REMEMBER

January

January 1
• New Year's Day

January 4
• World Braille Day

January 6
• Epiphany

January 11
• Clean Off Your Desk Day

January 14
• Orthodox New Year

January 16
• World Religion Day

January 17
• Martin Luther King Day - Texas State Holiday

January 18
• First Day of Classes

January 27

- World Holocaust Victims Remembrance Day

February

Black History Month

February 1
• Chinese New Year

February 2
• Groundhog Day

February 4
• World Cancer Day

February 12
• Abraham Lincoln's Birthday

February 13
• Super Bowl LVI

February 14
• Valentine's Day

February 21

- President's Day

February 22

- World Thinking Day

March

National Women's History Month

March 1

- Fat Tuesday
- Zero Discrimination Day

March 2

- Texas Independence Day
- Ash Wednesday

March 4

- Employee Appreciation Day

March 13

- Daylight Savings Time Starts

March 14-18

- Spring Break (EC Days)
- Texas State University

March 17

- St. Patrick's Day

March 20

- First Day of Spring

March 22

- World Water Day

March 26

- Make Up Your Own Holiday Day

March 31

- Cesar Chavez Day

AND THE WINNERS ARE...

October 2021 FSS Quarterly Team – HR Exit Process Team

Team members: **Katie Bonner, Tammy Coyle, Heather Houston, Lori Kinser, Tammy Sharp and Jeremy Thomas**

The HR Exit Process Team created and implemented a new exit process, including a new survey in Qualtrics, which impacts all Texas State University employees, but particularly supervisors and employees transitioning away from employment at Texas State.

The team made a collaborative and thoughtful effort to ease the transition for faculty and staff completing the exit process. Their collaboration and teamwork serve as a true model for others.

Over the course of a year, the team conducted significant research into best practices, surveyed peer institutions, and explored new technologies to create an improved and more accessible offboarding experience. Their project gave particular emphasis on prioritizing the end-user experience to provide greater clarity and more resources for those going through the process.

Congratulations to the Team on its achievements and outstanding efforts!

STAFF SCOOP

Thanks to the hard work and generosity of divisional staff, the FSS Division donated **784** pounds of food to the Hays County Food Bank through our fall food drive.

Hays County Food Bank is passionately committed to improving lives through food assistance programs, nutrition education, and advocacy.

[\(512\) 392-8300](mailto:info@haysfoodbank.org)

SPOTLIGHT ON FSS PLANNING

The FSS Planning office provides comprehensive planning services that aid in the successful completion of goals critical to the education, research, and public service mission of the university. The FSS Planning office covers a wide array of needs within the FSS division, but its primary function is to support the university with real-time and future planning, implementation, administrative management, and reporting.

Comprised of four people - Associate Vice President, **Nancy Nusbaum**; Facilities Inventory Coordinator, **Todd Engram**; Real Estate Manager, **Sunny Burlew**; and Senior Administrative Assistant, **Amy Oakes** – the office is relatively small, but efficiently manages a large caseload of projects and duties. These include developing the Campus Master Plan, space allocation and renovation, construction planning, overseeing funding for renovation and construction projects, real estate, facilities inventory management and campus mapping, the administration of several award programs, as well as oversight of Transportation and Parking Services.

Campus Master Plan (CMP)

The Campus Master Plan outlines implementation plans for university renovation, construction, and development for 10-year intervals. New constructions like Ingram Hall or the Pecan Building, renovations to academic buildings, and expansions like that of the LBJ Student Center are all components of the CMP. Themes for the current CMP include increasing academic capacity, increasing research capacity, enhancing the student experience, strengthening pedestrian corridors, augmenting campus support and infrastructure, and building a sense of place.

Space Renovation/Construction

The CMP also recognizes that it is equally important to take care of our existing buildings and infrastructure which is why FSS Planning also coordinates space renovation and reconfiguration at the university.

The office coordinates with divisions, units, and colleges across all university properties to evaluate the need for renovation and implement them according to the unit's needs and funding availability. This requires extremely collaborative work with the Facilities Planning Committee, Facilities Operations, Utilities Operations, and Facilities, Planning, Design, and Construction as well as with the requesting units and departments.

Real Estate

Newer projects may require the acquisition of land or real property, or the leasing of facilities. The FSS Planning office manages the real estate projects for the university, overseeing the acquisition and sale of land and property as well as managing rental properties owned or leased by the university. Another aspect of FSS Planning requires intense coordination with the City of San Marcos, The Texas State University System, and other agencies to develop easements, legal agreements, utilities contracts, and other documentation and agreements between the City, Board, and university.

Facilities Inventory

As spaces on our campuses are developed, the FSS Planning Office must maintain inventories and campus maps that reflect these projects. The Facilities Inventory Coordinator conducts continuous audits of the almost 8.7 million gross square feet across the San Marcos and Round Rock campuses, STAR Park, Freeman Ranch, and University Camp. These audits also include analyzing the space use efficiency of our classrooms and class laboratories for reports to The Higher Education Coordinating Board and updating campus maps to reflect real-time information such as road closures and in-progress construction.

Administrative

Outside of construction and university development, FSS Planning manages many other miscellaneous projects, such as university discretionary funds and various award programs. The office allocates and tracks funding usage across the university for numerous accounts such as the HEF Capital and University Discretionary accounts which, among many other things, fund equipment purchases and kickoff/recognition events within FSS. The office also coordinates with the Staff Employee Recognition Committee and FSS Team Recognition Committee to review nominations and select winners for awards such as the Staff Employee of the Month, Employee of the Year, Texas State Quarterly Team Award, and FSS Team Awards.

MEET OUR NEW TEAM



Peyton Austin
Environmental Health and Safety
Specialist
Environmental Health, Safety,
Risk, and Emergency Management
Department

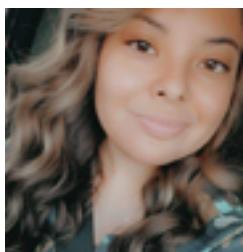
Peyton was born in Martindale, TX but grew up in College Station. Even though he has only lived in San Marcos for six years, both sides of his family lived here long before he decided to call SM home. His paternal grandmother, Shirley Austin, was a teacher at SMHS for many years, and on his maternal side (The Weatherford's) have had several prominent members of the local and surrounding community. Before joining the EHSREM department, Peyton worked for the City of SM in their Stormwater Management department. In his spare time, he enjoys sports or games with repetitive, precise actions such as golf, disc golf, bowling, etc. Peyton and his wife, Rose, have three dogs (one chihuahua and two lab mixes).



Emma Parsley
Coordinator
Office of Sustainability
Emma is originally from the North Houston area and moved to central Texas in 2015 to start her college career here at Texas State! She's always been passionate about the environment and environmental protection and how we as humans interact with the environment. During her last semesters of undergrad she

discovered the field of sustainability and fell in love with it and is now pursuing a Masters of Science in Sustainability. Her research is in individual perceptions and opinions regarding sustainable development on college campuses. The biggest takeaway she tries to teach is that sustainability is about our community, the environment around us, and how we support our economy, and if those three elements are not intertwined then it won't be considered sustainable.

Emma loves to cook, especially with produce from the local farmers market. She also enjoys making macrame wall hangings and planters. You can find her outside exploring nature and enjoying the river in her free time.



Marissa Gaitan
Records Management
University Police Department

Marissa is a native Austin Texan, but raised in Kyle, Texas. She joins us here at Texas State after working five years with the Special Education Department at the San Marcos High School. She's currently going to school here at Texas State for Psychology. She got engaged to her high school sweetheart, Eddy, at the beginning of 2021 and they are getting married in 2022. She loves her pitbull Rocco and her two turtles Michael and Angelo. She also loves visiting national parks, camping, jeeps, rock n roll and trying new foods.



Mary Garcia
Cashier
Transportation Services
Mary "Liz" Garcia is a long-time resident of San Marcos and earned her B.A. at TSU in 1993 with a major in English and later in 2010, earned 12 hours in Southwestern Studies. She's worked at several different places on campus – Undergraduate Admissions, Faculty Development and 10 years with the Wittliff Collections. She is happy to be back working at her alma mater with the fine folks at Parking Services. One of her favorite places is the San Marcos River. She looks forward to many more years on campus.



Tamara Johnson
Training Specialist
Office of Human Resources
Texas native and Texas State alumna, Tami J, now works in Human Resources on the Organizational Development & Communications team as Training Specialist. She enjoys working with creatives and having her voice heard. Specifically, interviewing locals; speaking on panels; and performing at events. Since purchasing all streaming subscriptions, she too is a binge watcher of many shows and listener of music. Feel free to spark conversation on what new shows she's watching or music she's heard!

Michael Abili
Parking Services Officer
Transportation Services

Daryl Ferris
Sergeant
University Police

Dalton Tafolla
Parking Services Officer
Transportation Services

Welcome!

WELLNESS WISDOM

Janet Bezner, PT, DPT, PhD, FAPTA, National Board Certified Health & Wellness Coach

Happy New Year! Starting a new year is an optimal time to stop and reflect on where you've been and where you're going, including as it relates to your health and wellness. It's an opportunity to start anew. If you would like to make a health habit really stick this year, check out the tips below for evidence-based pointers for success.

#1 – The illusion of time.

It's tempting to believe that the reason you haven't been successful sticking to a health habit is because you don't have enough time or you don't manage time well. These issues may be contributing to the challenge of sticking with a health habit, but there is something more important at play. When a health habit becomes a PRIORITY, it's likely you'll make time for it. According to research, making a health habit a priority involves seeing how it relates to important life goals and values. For example, if it is important to you to be a capable caregiver for your children or grandchildren and eating healthy and being physically active help you provide better caregiving, then these health habits will become a priority and you'll make time for them. WellCats offers one-on-one health behavior change coaching, which will help you identify your greatest values and how health habits will support your achieving them.

#2 – Who's responsibility is it, anyway?

The most important ingredient in the healthy habit recipe is YOU, right? Not exactly. Evidence supports that even if you have the desire and motivation to eat healthy, get adequate sleep, or be physically active, if your environment doesn't support these behaviors, you are unlikely to be successful. The environment, including your social environment (friends, family) is the most important ingredient for adopting and sustaining healthy habits. So, create an environment to support your healthy habits. For example, buy healthy foods to keep with you at all times so that when you are hungry you at least have the choice of eating something healthy. Park your car further away from your

New Year, New Approach to Sustaining Healthy Habits

office or the store so that you can get more walking into your day. Ask your friends and/or family to be physically active with you or to remind you to be physically active and to praise you when you are. Create a healthy environment to support your desire to be healthy. WellCats is creating a culture of health at Texas State by offering numerous activities and programs in which you can participate while at work.

#3 – If I think it, it will happen.

Have you noticed that sometimes your intentions don't turn into reality, even when you have a supportive environment and connection to your highest priorities? Evidence supports goal creation as an important tool for developing new habits. Write a S.M.A.R.T. (specific, measurable, action-oriented, realistic and time-referenced) goal that describes exactly what you want to do. For example, if you want to eat more vegetables/fruits and less sugars/carbohydrates, a S.M.A.R.T. goal might be: "I will eat one serving of fruit for breakfast 5 days this week." Or, "I will eat twice as many vegetables/fruits than sugars/carbohydrates on Monday, Wednesday, and Friday this week." Both of these example goals are specific, measurable, action-oriented, realistic and time-referenced (S.M.A.R.T.). The WellCats team is available to help you create and set S.M.A.R.T. goals, so don't hesitate to ask us for assistance.

Try one or more of these tips to get the new year started on the road toward better health and wellness.

All of the important things and people in your life will benefit from a healthier version of you!

BOBCAT CHATTER

Patricia Cano
Senior Administrative Assistant
Office of Human Resources

Faithfully

by Journey

Tamara Johnson
Training Specialist
Office of Human Resources

I Like It

by Kut Klose

Amanda Cardoso
Supervisor, Duplicating Product
Print Services

Keep on Loving You

by REO Speedwagon

What was your favorite Love Song?

MESSAGE FROM THE CHIEF



As your new Police Chief/Director I am excited to join the Texas State University Police Department.

I look forward to working with our partners in FSS and across our San Marcos and Round Rock campuses. I am excited to see what the new year holds and look forward to meeting everyone. Happy New Year!

I am always available and can be reached at:
policechief@txstate.edu
Cell: 541-600-6192

- Matthew Carmichael

PECAN BUILDING

The new Pecan Building will provide a stand-alone facility for the University Police Department. The building will offer more than 20,000 gross square feet and will allow UPD to relocate from its current home in Nueces.

The building is located at the intersection of West Holland Street and Academy Street and is directly next door from Speck Street Garage. UPD staff will be completely moved into the space by Monday, December 20, and there will be no disruptions to service during this transition period.



LETTER FROM THE VICE PRESIDENT

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3. Reforming the bail system, 4. Protecting election integrity, and 5. Providing civil liability protections for businesses that remained open during the pandemic. The Governor later expanded his legislative priorities with emergency items to address the energy failures that occurred during the devastating winter storm that hit Texas in February. By the end of the regular session, legislators passed bills related to all of the governor's priorities except election integrity and bail system reform; these, along with decennial redistricting based on the new federal census results, were later addressed in special session.

Budget Changes

Most state funding allocated to higher education institutions is based on funding formulas. The Texas Legislature sets

the formula rates based on available funding, taking into consideration a variety of factors such as enrollment changes. The Legislature this session funded the higher education formulas and incorporated enrollment growth, which resulted in a nearly complete restoration of the five percent state appropriation budget reduction that was imposed in FY 2021.

Additionally, non-formula State funding, formerly known as "special items," are allocated directly to institutions for specific programs or projects. The Legislature cut overall funding for non-formula support items for the 2022-23 biennium by five percent. However, while existing support for non-formula items were cut, the Legislature approved \$5.5 million in additional funding for Texas State to create the Community Health and Economic Resiliency Research (CHERR) Center for Excellence. The CHERR Center will

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CATS COOKING

Was one of your New Year's resolutions to try new things? Be a little more adventurous? Get out of that butter noodle rut? If so, we have the recipes for you! Try these weirdly delicious recipes and let us know what you think!

Pickle Soup

Ingredients

- 5-1/2 cups chicken broth
- 1-3/4 lbs russet potatoes, peeled and quartered
- 2 cups chopped carrots
- 1 cup chopped dill pickles
- 1/2 cup unsalted butter
- 1/2 cup all-purpose flour
- 1 cup sour cream
- 1/4 cup water
- 2 cups dill pickle juice*
- 1-1/2 teaspoons Old Bay seasoning
- 1/2 teaspoon table salt
- 1/2 teaspoon coarsely ground pepper

- 1/4 teaspoon cayenne pepper

Optional garnishes: sliced dill pickles, fresh dill and black pepper

Instructions

In a large pot, combine broth, potatoes, carrots and butter. Bring to a boil and cook until the potatoes are tender. Add pickles and continue to boil.

In a medium bowl, stir together flour, sour cream and water, making a paste. Vigorously whisk sour cream mixture (2 Tablespoons at a time) into soup. Add pickle juice, Old Bay, salt, pepper and cayenne. Cook 5 more minutes and remove from heat. Serve immediately.

*All pickle juice is not created equal. Some is saltier than others. Taste your soup after adding the pickle juice and final seasonings.



noblepig.com/2013/03/dill-pickle-soup

Dark Chocolate & Gouda Stuffed Cookies

Ingredients

- 1 cup of all-purpose flour
- 1/2 cup of coco powder
- 1/2 tsp of baking powder
- 1/2 tsp of salt
- 1 stick of unsalted butter, room temperature
- 3/4 cup of granulated sugar
- 1/2 cup of brown sugar
- 2 large eggs
- 1 tsp of vanilla extract
- 4 oz of dark chocolate, melted
- 3.5 oz of dark chocolate, chopped into small pieces
- 14 small chunks of aged Gouda



Chop dark chocolate and microwave in 30-second intervals, stirring until melted.

Beat the butter, granulated sugar and brown sugar together until light and fluffy.

Add eggs one at a time and beat until the mixture is thick.

Add the vanilla extract and melted dark chocolate, beat until evenly mixed together.

Add the flour mixture, on slow-speed, stir until the batter is mixed.

Add the chopped dark chocolate and mix. Chill for 30 min.

Preheat the oven on 350°F/175°C.

Line the baking sheet with parchment paper. Use a ice-cream scoop to scoop cookies, leaving space in between.

Insert a small piece of aged Gouda in the center and press it in slightly, wrapping the Gouda inside the dough.

Bake in the oven for about 14 min. The cookie should feel soft and unset when you try to remove it from the sheet pan.

Let the cookie cool off slightly on the cooling rack before enjoying.

ladyandpups.com/2013/07/08/likely-pairing-dark-chocolate-gouda-cookie-eng/

Instructions

Whisk flour, coco powder, baking powder and salt together in a bowl.

Do you have an amazing recipe you would like to share? The FSS Newsletter committee would love to hear from you! Send your recipe and pictures to VPFSS@txstate.edu to be included.

LETTER FROM THE VICE PRESIDENT

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foster ongoing research and workforce development by identifying, analyzing, and sharing critical success factors for community health and safety resiliency in Texas.

Finally, the State provided support for new building construction at public institutions of higher education through the Capital Construction Assistance Program, formerly known as the Tuition Revenue Bond program. Texas State received funding to support a new classroom building that will become the home of Computer Science and Mathematics on the San Marcos Campus, and Esperanza Hall which will house the College of Health Professions on the Round Rock Campus.

Other Legislative Items of Interest

TEXAS Grants -officially known as the Toward EXcellence, Access, and Success Grant Program - enables institutions to provide financially disadvantaged students with assistance to attend college. The 2020-21 funding levels were maintained with restoration of the five percent

general revenue cut. An additional \$110 million allocated to multiple financial aid programs, including TEXAS Grants, will give the Texas Higher Education Coordinating Board more flexibility to serve students.

The Texas Research Incentive Program (TRIP) provides matching funds to assist eligible public institutions in leveraging private gifts and endowments made to enhance research activities. The Texas Legislature cut funding by five percent from 2020-21 budget, resulting in an appropriation of \$33.3 million for the biennium. No funding was provided for the backlog of previously submitted gifts yet to be matched.

Name Image Likeness (SB1385) is a bill that allows college athletes to earn compensation for their name, image, or likeness. The legislation, which is like policies already approved in other states and at the federal level, is intended to ensure Texas universities can remain competitive in recruiting top athletes. The bill establishes a framework to protect both athletes and universities. To help athletes understand the business and financial side of their endorsements, institutions

must offer a financial literacy and life skills workshop. Inducements may not be used as a recruitment tool, and endorsements cannot be offered in exchange for athletic performance. Contracts must be disclosed to the university to ensure there are no potential conflicts with university contracts and that university-owned property is not included in the endorsement. Endorsements for alcohol, tobacco, gambling, and other specified activities are restricted. This bill went into effect July 1, 2021.

Textbook Transparency (HB1027) states that institutions must provide students with information relating to the costs of course materials, including the retail price of textbooks, whether the material is an Open Educational Resource, and any fees required to access the materials.

All told, this was a successful legislative session for higher education in Texas. Texas State continues the journey towards greater national and international recognition, our students continue to thrive, and there are many great days to be a Bobcat ahead of us.

Digitally printed and addressed at Copy Cats at Texas State



The rising STAR of Texas

"Anything you do, let it come from you. Then it will be new. Give us more to see..."

– Stephen Sondheim
Sunday in the Park with George

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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