LETTER FROM THE VICE PRESIDENT

It should go without saying that safety is one of our highest priorities at Texas State. As such, we are constantly striving to improve the safety of our faculty, staff, students and visitors on campus. You may have heard the news that the Texas State University Police Department (UPD) is becoming part of the Finance and Support Services (FSS) Division this fall as a part of our efforts to improve overall safety on campus. I want to take a little time to help explain what this change will mean for the university, and, perhaps just as importantly, to say a little bit about what this change does not mean.

Although Texas State has been fortunate to avoid any catastrophic public safety incidents over the years, there have been times when it was clear that the coordination between the various offices that oversee aspects of campus safety could be improved. As all of you know, when we think about “safety” at Texas State, it is much bigger than just UPD. Safety also involves people who work in our laboratories, who oversee the facilities and grounds, who design our future buildings and those who stand prepared for emergency management and business continuity operations, just to name a few. Many of these areas of responsibility are already part of FSS. Therefore, the decision to move UPD brings as many aspects of our public safety structure as possible into organizational alignment.

Continued on page 8...
DATES TO REMEMBER

October
Breast Cancer Awareness Month
Oct 1  •  Child Health Day
Oct 2  •  International Day of Non-Violence
Oct 4  •  National Taco Day
Oct 5  •  World Teachers’ Day
Oct 8  •  Columbus Day (observed)
Oct 13 •  Navy Birthday
Oct 16 •  Boss’s Day
Oct 24 •  United Nations Day
Oct 31 •  Halloween

November
National Diabetes Month
Nov 1  •  All Saints’ Day
Nov 2  •  All Souls’ Day
Nov 4  •  Daylight Saving Time ends
Nov 10 •  Marine Corps Birthday
Nov 11 •  Veterans Day
Nov 13 •  World Kindness Day
Nov 14 •  World Diabetes Day
Nov 22-23 • Holiday – Texas State Thanksgiving Break
Nov 22 •  Thanksgiving Day
Nov 26 •  Cyber Monday

December
National Human Rights Month
Dec 2  •  First Sunday of Advent
Dec 3  •  Chanukah/Hanukkah (first day)
Dec 5  •  World Day for Persons with Disabilities
Dec 6  •  International Volunteer Day
Dec 7  •  Pearl Harbor Remembrance Day
Dec 9  •  National Pastry Day
Dec 10 •  Chanukah/Hanukkah (last day)
Dec 12 •  Feast of Our Lady of Guadalupe
Dec 14 - 15 •  Texas State Commencement
Dec 19 - 21 •  Texas State Energy Conservation Days
Dec 24 •  Christmas Eve
Dec 24 - Jan 1 •  Holiday – Texas State Winter Break
Dec 25 •  Christmas Day
Dec 26 •  Kwanzaa (until Jan 1)
Dec 31 •  New Year’s Eve

AND THE WINNERS ARE...

July 2018 FSS Quarterly Team


2018 FSS Customer Service Awards


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, Oct 18
Treasurer/SBS
11:30 a.m. - 12:30 p.m.

Tuesday, Nov 20
Grounds Operations
12:00 p.m. - 1:00 p.m.

Thursday, Dec 13
Financial Services/ Payroll/Procurement
11:30 a.m. - 12:30 p.m.
SPOTLIGHT ON BUDGETING, FINANCIAL PLANNING & ANALYSIS

Budgeting, Financial Planning & Analysis, doesn’t sound very exciting upon first glance of the name. In fact, it sounds like lots of numbers and math which most people tend to shy away from. The members of the Budget Office don’t fall under that category of people, they actually enjoy these things. You can frequently find them at their desks with Excel spreadsheets open, reports running and analyzing data in support of the university’s financial decision making and planning. They do all of this with smiles on their faces and the best intentions of helping make the university a better place.

Among its many responsibilities, the Budget Office prepares the university’s annual operating budget and the biennial Legislative Appropriations Request (LAR). Budget systems and procedures intertwine with various other departments, so there is much coordination with Payroll, Human Resources, Accounting, and Faculty and Academic Resources, just to name a few. The office always strives to provide excellent customer service and help in any way they can. With campus growing and the need for resources growing along with it, there is never a dull moment in the Budget Office. For the new fiscal year, the office has plans to roll out more online classes and an RSS feed for increased communication with campus on process changes, important dates, and other key information.

Cristine Black, Assistant Vice President
Cristine joined the Budget Office this past April coming from Northern Illinois University where she most recently served as the Director of Financial Analysis and State Budget Reporting. Her experience navigating NIU through challenging financial circumstances along with her collaborative and communicative approach has been warmly received at Texas State. We look forward to her future endeavors for our campus.

Cynthia Ledesma, Budget Analyst
Cynthia has been bringing her people-loving personality to the Budget Office for 10 years. Her love of people lends to her teaching ability. She teaches several of the budget training classes and has developed the online tutorial videos. Along with other duties, she’s a primary contact for HR and salary budget-related inquiries.

Donna Hoyland, Assistant Director
You’ve most likely interacted with Donna at some point if you’ve ever worked with the Budget Office. She’s been with Texas State for 31 years, 20 of those years with the Budget Office. She genuinely loves teaching and helping people. Her work on the SAP implementation team along with her great institutional knowledge are just a couple of countless reasons she’s valued and respected across campus.

Tracy Ryan, Senior Budget Analyst
Tracy has been at Texas State for 16 years, 12 with the Budget Office. Just a few of her numerous responsibilities include the LAR, overbudgets, master data, and teaching classes. She created the office’s most recent class, Budgeting by Funds 101 as an introduction to fund accounting and budgeting for account managers and their assistants. Tracy’s outgoing nature and experience make her a go-to for many.

Cleve Thorn, Budget Analyst
Cleve is the newest analyst to the team, joining a year and a half ago. He brings his analytical skills and ability to manipulate large sets of data to the team. Cleve is the primary contact for campus projects and plant funding.

Crystal Schaffer, Senior Administrative Assistant
If you call or email the Budget Office your first contact will more than likely be with Crystal. She’s been at Texas State five years, almost three with the Budget Office. Crystal provides front-line customer service and keeps the office running smoothly.

Did you know?
The Budget Office offers training classes each semester for account managers and those with budget duties. If scheduled training dates don’t fit your schedule we also offer one-on-one trainings. Keep watch for our fall classes under the “Training and Development” tab in the SAP Portal or feel free to contact us at budget@txstate.edu to schedule an individual training.

Fun fact:
Donna, Tracy, Cynthia and Cleve all received degrees from Texas State University. Go Bobcats!
CUSTODIAL OPERATIONS
Mr. Bruce Banks
Mr. Fermin Tortez

ENVIRONMENTAL HEALTH, SAFETY & RISK MANAGEMENT
Mr. James Frye

FACILITIES MANAGEMENT
Mr. Adam Gonzales
Mr. Gordon Green
Mr. Carlos Pardo, Sr.

FACILITIES OPERATIONS
Ms. Connie Buscha
Mr. Frank Castillo
Mr. Doug Smith
Mr. Gregory Hode
Mr. John Hunnicutt
Mr. Dario Mendoza
Mr. Brian McKay
Mr. Gilbert Morales
Mr. Ruben Salas
Mr. Michael Shearer
Mr. Michael Spivey

FACILITIES PLANNING DESIGN
Mr. Frederick Maddox
Mr. Larry Miller

GROUNDS AND WASTE MANAGEMENT OPERATIONS
Mr. Albert Gomez
Mrs. Becky Johnson-Cronk

HUMAN RESOURCES
Mrs. Melissa Demers
Mr. John McBride

MAIL SERVICES
Mr. James Dorsey

MATERIALS MANAGEMENT & LOGISTICS
Mr. Frank Gonzalez
Mr. Richard Ruiz

OFFICE OF BUDGETING, FINANCIAL PLANNING & ANALYSIS
Mr. Cleve Thorn

PROCUREMENT AND STRATEGIC SOURCING
Mr. John Kirchner

STUDENT BUSINESS SERVICES & BURSARS
Mrs. Stella Gallegos
Mrs. Rita Maria McMahon

TRANSPORTATION SERVICES
Mrs. Janet Beltran
Mr. Wendell Harris
Mr. Alfred Klingenberg
Mr. Tomas Martinez
Mr. Kenneth Poindexter

UNIVERSITY POLICE
Ms. Cathy Allen
Mr. Patrick Cochran
Ms. Alyssa Denofre
Mr. Stephen Ettrmueller
Mr. Angelo Gutierrez
Mr. Phillip Holden
Mr. Tad Palmer
Mr. Adam Rodriguez
Mrs. Carrie Solitto
Ms. Susan Taylor
Mrs. Nina Toomer
Mr. Darin Wilde

UTILITY OPERATIONS
Mr. Neil Bascos
Mr. Charles Childsnes
Mr. Lance Johnson
Mr. Wallace Jorgensen
Mr. Larry Mutschler
Mr. Jeremy Newberry
Mr. James Norton
Mr. Christopher Olivares
Mr. Terry Pittman
Mr. Juan Romero
Mr. Carl Teague, Jr.

VP FOR FINANCE & SUPPORT SERVICES
Mr. Eric Algoe

There is a certain enthusiasm in liberty, that makes human nature rise above itself, in acts of bravery and heroism.

Alexander Hamilton
WELLNESS WISDOM

Adjusting to Change

Janet Bezner, PT, DPT, Ph.D., FAPTA and Brittany Duke, DPT Student

It’s 1988 and you turn on your radio to hear the number one hit song, Man in the Mirror. You sing along with the windows rolled down and no cares in the world...

“I’m gonna make a change.
For once I’m my life
It’s gonna feel real good,
Gonna make a difference
Gonna make it right”

Michael Jackson serenades us into thinking that change comes easily; however, real-life experiences remind us that change is sometimes difficult. In order to maintain a healthy emotional wellness, it is important to know how to cope with change in our everyday lives.

Here are a few things to keep in mind in order to decrease stress and enjoy the benefits that change can bring:

1. Control what you can. Don’t waste precious energy on trying to fix things that are out of your control. And, that includes trying to control other people’s actions.
2. Give change a chance. Create a positive mindset about the change in your life. Instead of focusing on a potential negative impact on your life, try to focus on the positive outcomes.
3. Be okay with your choices. You might need to fail in order to succeed. Have confidence knowing that you made a decision based on what you thought was best at the time and forgive yourself if the outcome wasn’t optimal.
4. Surround yourself with support. You don’t have to be a hero. Rely on your family and friends to support you during this time of adjustment. If you need help, ask for it.
5. Take one step at a time. Change doesn’t occur overnight. Try not to get discouraged if your expectations don’t match up with reality. Continue to make small strides toward the end goal.

Perhaps this new academic year is a good time for you to embrace change. It may be unexpected or planned change, but either way, rest assured WellCats and Michael Jackson have your back.

MEET OUR NEW TEAM

Todd Engram
Facilities Maintenance Worker I
Facilities Operations

Prior to Texas State, Todd worked in Manchaca, Texas at Pizzy Tee Designs. He is a musician, commercial artist, and “primary contractor” on an endless list of home projects for him and his wife, Kelly Lee, and their boxer, Lola.

Yuan Li
Accountant I
Accounting Office

Yuan is originally from China and lived in Florida and Missouri before Austin. Yuan has a Master’s in Accounting and has traveled and worked overseas. She has been married for 30 years to her husband who is a professor in the Math Department. Their daughter is a grad student at Yale, graduating May 2019. Her family enjoys traveling, hiking and camping. She really enjoys walking around the campus.

Rory Haecker
Air Conditioning Mechanic I
Facilities Operations

Rory is from New Braunfels where he previously worked for Comal I.S.D. for four years. He loves to fish and hunt and plays baseball and softball. Rory graduated from A&M with a B.S. degree in Kinesiology and a Minor in History.

Jared Meza
Facilities Maintenance Worker I
Facilities Operations

Jared previously worked at Hooters Restaurants of San Marcos. He loves martial arts, stating there are so many styles from which to choose, he enjoys learning about new forms and training techniques. He also enjoys listening to music from other countries.

Cynthia Haley
Associate Director, Accounting
Accounting Office

Cindy comes to Texas State after working in the private sector and four different state agencies. She grew up in a large family in Wimberley, Texas and still lives there. She enjoys waterskiing, gardening, cooking, traveling, rodeos, and spending time with family, especially her nephews. She stays very busy on projects at the new home for which she was the general contractor in 2016!

Anthony Padilla
Air Conditioning Mechanic I
Facilities Operations

Prior to coming to Texas State University, Tony worked at Auto Headliners of Texas. He’s been married to “the most wonderful woman in the world” for 20 years and they love to listen and dance to country music. He also loves to freshwater and deep sea fish and loves to learn!

Continued on page 6...
LaDonna Tate of EHSRM and her husband Charley welcomed their second granddaughter, Paige Cee Nelson on February 16, 2018, at 7:48 am. Paige weighed 6 lbs. 3 oz. and was 19 1/4 inches long. Congratulations to the family!

Colton Samuel Rubenak, the newest grandson of Barry & Connie Buscha, Facilities Operations, was born July 23, 2018, on the island of Guam to Connie’s daughter, Alexandra, and her husband, David Rubenak (active duty, US Navy). Congrats!

Donna Hoyland, Budgeting, Financial Planning & Analysis is proud to announce the engagement of her daughter, Cindy. Cindy’s fiancé Garrett proposed while on a trip to Ecuador this past spring and their wedding date is set for March 30, 2019. Congratulations!

Linda Rea, Parking Services, is excited to announce her son, Christopher Field, won Rookie of the Year at the Mississippi Safety Management Council’s 2018 Truck Driver Championship. This is an annual truck rodeo and this is his first time competing. Well done!

MEET OUR NEW TEAM
...Continued from page 5

Ken Poindexter
Head Parking Services Officer
Transportation Services

Ken joins us from the United States Air Force where he was a Security Forces Officer. In his free time, he enjoys watching sports, especially football.

Jeremy Rodriguez
Painter II
Facilities Operations

Jeremy is returning to the Facilities Operations department as a Painter II after leaving us in 2016 to pursue other opportunities. Jeremy lives in Wimberley Texas and has two children, Miira and Liam. He enjoys taking road trips with the kids, reading and loves the mountains and the beach.

Sydney Vogel
Accountant III
Accounting Office

Sydney is from Lawrence, Kansas and previously worked at the University of the Pacific in Stockton, California before coming to Texas State. In her free time, she enjoys sporting events, traveling, and spending time with family and friends.

Alejandra Zermeno
Administrative Assistant II
Procurement and Strategic Sourcing

Alejandra previously worked as a Park Ranger and recently graduated from Texas State with a BS in GIS – she makes maps! She enjoys traveling, spending time outdoors, photographing the sky, reading, attending heavy metal shows, trail running, and flea markets. She is a proud aunt of five!

Gabriella Gamboa
Duplicating Equipment Operator
Printing Services

Rebecca Guentzel
Systems Programmer I
Facilities Management

Olivia Hernandez
Parking Services Officer
Transportation Services

Alfred Klingenberg
Parking Services Officer
Transportation Services

William Lovejoy
Parking Services Officer
Transportation Services

Correction: In the Summer 2018 Newsletter, the images of Cruz Greenwood and Mike Moore were switched. Our apologies.
As a child, Andrea and her dad ran together (she tried to keep up with him). Due to knee injuries in high school, her dad introduced her to a new sport, cycling. Her first “real” bike was a road bike. Once she was off to college, Andrea traded in her road bike for a mountain bike. Although mountain biking is a challenging sport, it is therapeutic and connects a person with nature. It teaches life lessons such as confidence in overcoming challenges like features on the trail. And when life throws a wrench in your ride, this sport teaches how to assess and fix the issue.

The Texas High School Mountain Bike League was established to provide competitive mountain bike programs for students in middle and high school. Regardless of ability level, the Texas league is committed to providing a positive experience for all student athletes. No one “sits on the bench,” everyone plays.

In 2014, Andrea reached out to the San Marcos High School team who were in need of additional coaches. This was a perfect opportunity to give back to the community and stay connected to a sport that she is truly passionate about. Over the past four years, Andrea has developed her coaching skills in the league by completing training through the National Interscholastic Cycling Association (NICA) and completing a Bike Instructor Certification Program (BICP).

Andrea can’t wait to start coaching this year’s participants. She said her involvement as a coach is very rewarding. Students are taught basic and intermediate skills as well as trail etiquette, basic bike repairs and how to ride safely.

Mountain biking is not an easy sport, it is physically and mentally challenging. Over time, riders learn to conquer fears and gain confidence. The challenges they encounter on trails build mental strength as well as physical. The sport teaches teamwork. Andrea said it is heartwarming to see the students become closer and develop a bond.

This fall, the team is gearing up for the first race on February 2, 2019. There are five races, with the State Championships on May 4. One of the perks is camping as a team on race weekends. This is a fun-filled family oriented weekend that teaches racers about taking care of the environment and how to camp... and of course, participating in bike races.

The Texas Mountain Bike League is not part of the University Interscholastic League (UIL). The Mountain Bike Team does not receive funding from the school district or from the high school. They rely on fundraising efforts and various grants to support the basic financial needs of food and travel. Their fundraising will start in a few months: selling gift cards from Mochas and Javas. The Mountain Bike Team also takes monetary donations, if you are interested in donating.

Andrea is passionate about her involvement as a coach for the San Marcos High School Mountain Bike Team. She volunteers her time and pays for the certifications. She said there are always volunteer opportunities during the season and that races could not happen without the help of volunteers. Check out the following link to learn more about the Texas Mountain Bike League. www.texasmtb.org

Mountain biking is still a fun family pastime. Andrea enjoys mountain biking with her wife, Amy, and step-son, Daniel. During high school, Daniel raced with the College Station team and in his senior year placed third overall in the Varsity category.

And now, Andrea’s Dad tries to keep up with her.
This move mirrors what is widely regarded as the best practice in terms of how other large research universities structure their police departments. In fact, the recommendation to move UPD came directly from a peer review led by three external University Chiefs of Police under the auspices of the peer review program of the International Association of College and University Law Enforcement Administrators (IACLEA) this summer. The results of the peer review, which looked at over 120 aspects of running a university police department, will help to guide strategic planning and short-term actions in improving UPD in myriad ways over the next few years. The peer review team was clear in their exit interview that this organizational change was needed in order to help us attract a robust pool of candidates for the new Chief, and that this move should happen prior to posting the position.

I want to ensure that everyone on campus knows that this organizational change is in no way a negative. In fact, the peer review team went out of their way to emphasize how highly regarded our police department is. We are fortunate to have a dedicated and professional group of police officers, a fact for which we need to thank Dr. Joanne Smith and her amazing leadership of UPD in the past.

As President Tranth has mentioned, I had the honor of overseeing the police department at Florida State. I was also intimately involved with policing and public safety during my 16 years in the US Army and Army Reserve. What I know based on that experience is that we have a lot of good things going on in UPD at Texas State, and a lot of things we do not want to see changed as a result of this organizational change. Things like:

- Our community-based approach to policing
- Our student focus
- Our professionalism
- Our reputation for being fair and transparent
- Our ability to positively work with students, faculty, and staff every day.

We also have room to improve and get better in many ways – just like virtually every other office on campus. However, none of my experience tells me exactly how we should do things at Texas State. I don’t bring all the answers to the challenge of making our overall public safety program better, but what I can tell you is that I look forward to working with the new Chief of Police, the entire UPD team, and all the people within FSS who are already doing public safety work to develop a plan.

The day-to-day functions on UPD will not change as result of this move. They will continue to provide the same great service to faculty, staff, and students that they always have. Over time, however, we will collectively chart a path forward that improves all aspects of public safety on campus. Stay tuned over the coming months and years to see how our plans unfold and come to fruition.

### BOBCAT CHATTER

**Rita McMahon**
Accounting Clerk II
Student Business Services & Bursars

"Golabki, Polish stuffed cabbage rolls."

**Diana Vallejo**
Payroll Services Assistant
Office of Payroll & Tax Compliance

"Chicken pasta salad with my homemade dressing." She recently paired it with a fresh fruit salad with poppyseed dressing and peach cobbler with ice cream for dessert!

**Truitt Hill**
Head Warehouse Worker
Bookstore

"I enjoy making beef and venison chili for my friends."

Mrs Anna Elizabeth Edmonds
VP for Finance & Support Services
J.C. KELLAM ADMINISTRATION 920

Digitally printed and addressed at Copy Cats at Texas State

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**The people are building a peaceful world, and when the job is done, That'll be the biggest thing that man has ever done.**

-Woody Guthrie

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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.

**Committee**
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Anna Edmonds (AE1461@txstate.edu)
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Crystal Schaffer (CMS263@txstate.edu)
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