

Fall 2021

FSS Essentials



FSS VISION:

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

Eric Algoe
Vice President

Cristine Black
*Assistant VP, Budgeting, Financial
Planning & Analysis*

Darryl Borgonah
Associate VP, Financial Services

Carole Clerie
Assistant VP, Human Resources

James Dixon
Interim Director, University Police

Gordie Green
Interim Associate VP, Facilities

Wendy McCoy
Director, EHSRM

Nancy Nusbaum
Associate VP, FSS Planning

John Root
Director, Auxiliary Services

Valarie Van Vlack
Treasurer

LETTER FROM THE VICE PRESIDENT



It was not supposed to happen this way. In planning for the return of students to our campuses earlier this summer, there was optimism in the air. Vaccines were becoming widely available, COVID-19 positivity rates were declining, hospitals were resuming elective procedures, and most businesses were reopening fully. Although there was an awareness that variants to the initial virus were circulating, there were assurances that the vaccines were still effective against them.

Texas State's decision to return to face-to-face services and instruction this fall aligns with the vast majority of universities and schools across the nation, including all public universities in Texas. Our students yearned for this return, and their educational progress demanded it. Unfortunately, the COVID-19 Delta variant was a most unwelcome guest as we all returned to our campuses in August. The spike in positive cases during the first week of classes had many second-guessing our decision. Luckily, cases have dropped dramatically since that first week, but we cannot let our guard down.

DATES TO REMEMBER

October

- 5-Oct
 - World Teachers' Day
- 4-Oct
 - World Habitat Day
- 5-Oct
 - Child Health Day
- 11-Oct
 - Columbus Day
- 11-Oct
 - Indigenous People's Day
- 13-Oct
 - Navy Birthday
- 15-Oct
 - Boss's Day
- 24-Oct
 - United Nations Day
- 31-Oct
 - Halloween

November

- 1-Nov
 - All Saints' Day
- 2-Nov
 - All Souls' Day
- 7-Nov
 - Daylight Saving Time Ends
- 10-Nov
 - Marine Corps Birthday
- 11-Nov
 - Veterans Day
- 14-Nov
 - World Diabetes Day
- Nov 25-26
 - Holiday – Texas State Thanksgiving Break
- 25-Nov
 - Thanksgiving Day
- 28-Nov
 - First Sunday of Advent

29-Nov

- Cyber Monday

29-Nov

- Chanukah/Hanukkah (first day)

December

1-Dec

- Rosa Parks Day

3-Dec

- World Day for Persons with Disabilities

5-Dec

- International Volunteer Day

6-Dec

- Chanukah/Hanukkah (last day)

7-Dec

- Pearl Harbor Remembrance Day

10-Dec

- Human Rights Day

Dec 10-11

- Texas State Commencement

12-Dec

- Feast of Our Lady of Guadalupe

17-Dec

- Ugly Christmas Sweater Day

Dec 20-31

- Holiday – Texas State Winter Break (Dec. 20-23 EC Days)

24-Dec

- Christmas Eve

25-Dec

- Christmas Day

26-Dec

- Kwanzaa (first day)

31-Dec

- New Year's Eve

AND THE WINNERS ARE...

FSS Customer Service Awards

Nancy Arnwine

Administrative Assistant II
University Police Department

Janet Beltran

Parking Garage Manager
Transportation Services

John Hunnicutt

Head Carpenter
Facilities
Operations

Cynthia

Ledesma
Budget Analyst
Budgeting,
Financial Planning,
& Analysis

Casey Lehmann

Administrative
Assistant II
Student Business
Services & Bursars

Lisa Leopold

Buyer II
Procurement and
Strategic Sourcing

Sergeant Rodrigo

Manzanares
Acting
Lieutenant
University Police
Department

July 2021 FSS Quarterly Team – Digital Direct Access Team

TXST: **Martha Fraire-Cuellar, Marcus Bryant, Elizabeth Hewett, Renae Smith.** Follet: **Cole Johnson and Sabrina Heatherley.**

A partnership between Texas State University and Follett Press allowing faculty to offer textbooks and lab set-ups digitally, which has been essential for transitioning in-person classes to a remote format during COVID-19.

July 2021 TXST Employee of the Month – Anna Edmonds



VPFSS BROWN BAG

Have an idea... a question... a concern? Eric Algoe will host virtual monthly Brown Bag sessions on the following dates:

Wednesday, Oct 6
Grounds Operations
12:00 p.m. - 1:00 p.m.

Wednesday, Nov 3
General Accounting Office
12:00 p.m. - 1:00 p.m.

Wednesday, Dec 1
Human Resources
12:00 p.m. - 1:00 p.m.

SPOTLIGHT ON FACILITIES OPERATIONS

Facilities Operations is considered an 'essential' university department that is responsible for providing support for the entire campus community. Currently over 80 employees comprise this very important group of staff members who currently maintain 217 buildings and almost 4 million square feet of education and general (E&G) space, as well as provide support for nearly 4 million square feet of non-E&G facilities in both San Marcos and Round Rock campuses. Our San Marcos maintenance shops, Electric, Facilities Maintenance (FM), Heating, Ventilation and Air Conditioning (HVAC), Ingress Management Services (IMS), Lab Maintenance, Plumbing and Structures, perform a wide variety of maintenance and repair activities. The Round Rock maintenance shop is staffed with similar trades and maintains the facilities at their campus. The department also has several Construction Contract Administrators (CCAs) assigned to manage contracted projects.

Electric – supervised by Marcos Martinez, 11 Electricians Repair and maintain all building electrical circuits, as well as the distribution systems throughout the University building systems. They also manage and maintain the facility emergency electrical systems on campus by performing monthly Automatic Transfer Switch testing. Additionally, the electricians oversee maintenance on all pathway and exterior lighting associated with E&G facilities and campus common areas.

FM - supervised by John Perez, 9 Facilities Maintenance workers maintain and install all University exterior and interior signage. They also oversee maintenance and repair of building envelopes and roofing systems. Additionally, the shop performs animal control duties to include removing live animals or dead animal carcasses from University property and transporting them to the ultimate disposal site or release point in accordance with state laws and other licenses. Lastly, the shop monitors Spring Lake Dam conditions and records weekly spillway depth measurements.

HVAC – supervised by Michael Burkepile, 12 A/C Mechanics maintain and repair all temperature-controlled air systems on campus, both heating and cooling. They also oversee filter changes and maintain all pneumatic devices associated with these systems. HVAC is also responsible for all pumps and motors in the E&G facility HVAC systems, as well as compressors for building control systems.

IMS – supervised by Jeff Pendleton, four Locksmiths and Electronic Security Specialists and an Administrative Assistant are responsible for managing the university keying systems and campus-wide electronic card access control systems. They also maintain and manage employee key and electronic access records, as well as conduct audits of key records. Lastly, they perform maintenance and repairs on lock and electronic access systems.

Lab Maintenance – Although not technically a shop, it's staffed by Stephen Sanders, a Scientific Instrument Technician. This function is responsible for overseeing the maintenance and annual certification of all laboratory

ventilation, containment, and exhaust equipment. In addition, the function provides oversight of laboratory process water contracts to ensure deionized and reverse osmosis water for academic instruction and research is maintained at the highest standards.

Plumbing – supervised by Mario Mendez, 11 Plumbers perform maintenance and repair on all University domestic water, wastewater, and interior plumbing systems. They complete annual testing and certification on all backflow devices to comply with TCEQ regulatory requirements. They also conduct annual facility gas leak testing to ensure compliance with local municipality code.

Structures – supervised by Richard Kelsey, 9 Carpenters and Painters, maintain all building interiors and finishes to ensure spaces are safe and aesthetically pleasing. They provide maintenance on doors, windows, and built-in classroom seating. The shop replaces acoustical ceiling tile and interior floor tile, as necessary. Lastly, they renew painted surfaces and refurbish other finished surface systems such as counters and restroom partition systems.

Round Rock Maintenance - led by Joel Soto, an Administrative Assistant, A/C Mechanic, Electrician, Facilities Maintenance worker, and a Plumber maintain the facilities at the Round Rock campus. They are charged with the same expectations as the San Marcos shops, just operating on a smaller scale.

CCAs – three are responsible for a vast array of projects all across the campus, including project management for classroom renovations, mechanical modernization, and maintenance and repair projects. In addition, they provide oversight of the elevator maintenance and pest control contracts for the campus.

If you have a problem – report it!

Using the AiM Ready Request system – your customer request will be converted to a work order and prioritized and assigned to the appropriate shop for handling.

MEET OUR NEW TEAM



Nicky Vermeersch
Environmental Health
and Safety Specialist
Environmental Health,
Safety, Risk, and Emergency
Management Department
Nicky is originally from
Garland, TX. She is a huge
animal lover and nature
enthusiast. She loves
to spend her free time
outdoors, either hiking,
camping, or swimming. She loves to read and is
also getting back into practicing yoga. She lives
with her partner, Allison, and their two cats, Conifer
and Ms. Stella.



Danica Artaza
OD & Communications
Specialist
Human Resources
Dani is originally from Katy,
TX and has been a Bobcat
since 2008! She received
her undergraduate and
graduate degrees from
TXST and shortly after,
moved to Orlando, FL
where she worked for the
Florida Department of Revenue as a Research and
Training Specialist—but she missed beautiful San
Marvelous! With her passion for working within
higher education and helping staff and students
develop new skills, her new position with the ODC
team is a dream. When Dani is not helping Bobcats,
she can be found listening to an audiobook,
snuggling with her two furbabies, Dax & Bear, or
watching Marvel movies with her fiancé, Paul.

Mason Deville
Controls Technician I
Utility Operations

Joshua Dorantes
Police Officer
University Police

Alyce Goodall
Parking Services Officer
Transportation Services

Gordon Green
Associate VP
Facilities

Ethan Grothues
Inventory Control Clerk I
Materials Management and
Logistics

Ronald Harmon
Guard
University Police

Catharina Hoyt
Dispatcher
University Police

William Maples
Plant Mechanic I
Utility Operations

Emily McKenzie
Administrative Assistant I
Procurement and Strategic
Sourcing

LeeAnn Mendoza
Accounts Payable
Coordinator
Accounting Office

Geronimo Rodriguez III
Plant Mechanic I
Utility Operations

Kara Royster
Parking Services Officer
Transportation Services

Welcome!

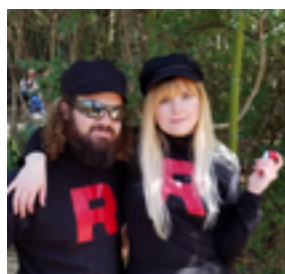
BOBCAT CHATTER

What was your favorite
Halloween costume?

Jeremy Thomas
Communications Representative
Office of Human Resources

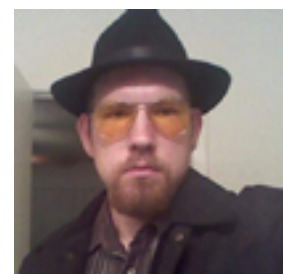
"My favorite Halloween costume as a kid was a 90's-era batman costume. The body suit was way too large for me (I was a scrawny kid) and the face mask & ears were too small for my head, so I looked horribly uncomfortable. But Batman is my favorite super hero, so I made it work!"

Katherine Beamer
EHS Specialist
Environmental Health, Safety, Risk &
Emergency Management



Team GO
Rocket
Grunts

Grant Davis
EHS Specialist
Environmental Health, Safety, Risk &
Emergency Management



Walter
White,
Breaking
Bad

FSS DIVERSITY

A recently published book, "Diversity, Inc: The Failed Promise of a Billion-Dollar Business" by Pamela Newkirk addresses diversity and inclusion programs and activity efforts in corporate America. The book offers an evidence driven look into the programs used to raise awareness for discriminatory practices and assesses the effectiveness of the programs.

Newkirk's research makes some interesting observations and conclusions. Two were definitely impactful. First, despite all the efforts to improve diversity, racial inequality persists. Companies have pledged hundreds of thousands of dollars to address diversity including hiring consultants, firing those who have made offensive comments, appointed people of color, commissioned studies, and hired Diversity Czars. While diversity has become big business numbers show little has changed. The unemployment rates among Blacks is high and double that of whites. Blacks and Hispanics have seen their medium household wealth drop by 75% and 50% respectively.

The second notable point is that racial minorities continue to feel excluded on U.S. college campuses. For us, this is truly eye-opening. While some college

administrators deem race relations on their campus to be in good shape, reality is that things are not quite right. Reports of racism on campuses followed by inadequate responses continue to grow. Consider the landscape where more than 80% of full-time professors are white, only 4% are black and 3% are Hispanic. Political activist move to exclude minority perspectives in the college experience, contributing to a lack of understanding of systemic oppression and how events on campus can offend and dishearten minorities.

There is a real gap between the rhetoric and real achievement. Newkirk points out that to effect real change, we need to commit to changing enduring racial attitudes.

Institutional Inclusive Excellence is working to improve inclusivity and address change at many levels. Taking an active approach to hold us accountable and create an environment that ensures equitable opportunities, IIE is striving to make an impact on the college experience. As members of this community, we need to support and contribute to the institution's path to excellence, responsibility, and success.

CATS COOKING

CARAWAY CABBAGE

Ingredients:

- 3 slices bacon
- 1 medium onion, chopped well
- 1 medium cabbage, cut into strips
- 1 cup beef broth
- ¼ cup white wine
- ½ teaspoon salt
- ¼ teaspoon pepper
- 1 teaspoon caraway seeds
- 1 large apple, peeled & chopped

Directions:

1. Cook bacon until crisp; set aside & crumble.
2. Sauté' onion in drippings.
3. Add cabbage and next 5 ingredients...cook for approximately 15 minutes.
4. Add apple and bacon bits – cook 5 minutes.

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.

STAFF SCOOP

FSS Employee News



Mike Ayala (Facilities Operations) is part of the five-member San Antonio Sports Hall of Fame's Class of 2020. He made his professional debut in August 1975 at age 17 and went on to post a 45-6 pro

record with 23 knockouts.

Ayala never won a world title but appeared in three world title fights.

Kudos to **Daniel Benson**

Daniel received Kudos from The Meadows Center for Water and the Environment regarding an ongoing project taking place; he was recognized for "his demeanor, workability, and project oversight," which are always "first-class." Keep up the great work, Daniel.

THANK YOU

Veterans Day ~ November 11, 2021

ACCOUNTING OFFICE

Annette Campos

CUSTODIAL OPERATIONS

Bruce Banks

Fermin Torrez

ENVIRONMENTAL HEALTH, SAFETY, RISK, & EMERGENCY MANAGEMENT

Robert Brenckle

James Frye

FACILITIES

Gordie Green

FACILITIES MANAGEMENT

Adam Gonzales

Christina Lopez

Brian McKay

FACILITIES OPERATIONS

William Brymer

Pablo Garcia

John Hunnicutt

Dario Mendoza

Gilbert Morales

Ruben Salas

Stephen Sanders

Michael Spivey

Buddy Williams

GROUND AND WASTE MANAGEMENT OPERATIONS

Albert Gomez

Juan Hinojosa

Becky Johnson-Cronk

MATERIALS MANAGEMENT & LOGISTICS

Frank Gonzalez

Richard Ruiz

OFFICE OF BUDGETING, FINANCIAL PLANNING, & ANALYSIS

Raphael Thorn

STUDENT BUSINESS SERVICES & BURSARS

Rita McMahon

TRANSPORTATION SERVICES

Janet Beltran

Wendell Harris

Kenneth Poindexter

UNIVERSITY POLICE

Loyd Brown

Patrick Cochran

Hector Conde

James Dixon

Andrew Clark Flynn

Jimmy Hicks

Roscoe Hughey

David Michaud

Tad Palmer

Christopher Sanchez

Carrie Solitto

Susan Taylor

Darin Wilde

UTILITY OPERATIONS

Neil Bascos

Charles Chillardres

Rosendo Garcia

Gregory Hode

Lance Johnson

Michael Kocay

Jeremy Newberry

James Norton

Christopher Olivares

Terry Pittman

Juan Romero

Carl Teague

Norman Thormahlen

VP FOR FINANCE & SUPPORT SERVICES

Eric Algoe

OFF THE CLOCK

Todd Engram

Facilities Maintenance Worker II – Facilities Operations

Todd has been employed with TXST since 2018 and is a TXST alum with an undergraduate degree in Marketing, graduating magna cum laude. After graduation, Todd worked as a commercial artist. His work has allowed him to expand on his creativity resulting in some of his art being featured in movies and TV.



For the past twenty years, Todd has been one of the vocalists for the group, **THE BEAUMONTS** (that's how the band spells it, all caps). Todd is a talented guitarist, composer, and

songwriter. The band has released seven albums with one on the way in March 2022. As a member of the **BEAUMONTS**, Todd goes by the pseudonym Troy Wayne Delco. The band has toured all states surrounding Texas, along the east coast and across Texas. This is what he had to share about the band's success:

Are you and your band members all from Lubbock?

"I am really from Lubbock. That's just up the road from Littlefield, where Waylon Jennings was born. I am a big fan of Waylon and Buddy Holly. Two of my bandmates are from west Texas and two of them are from central Texas."

Do any of the other band members sing?

"Yes, Duck Buford (bass) and Hollywood Steve Vegas (lead guitar) both sing really nice."

How and why did you all come up with this style of music?

"After years of actually 'trying to be good' in other bands, we gave up on all our musical dreams and decided to have fun. My bandmates are extraordinarily funny people as well as great musicians, so the style and content came together naturally."

Does your band have a recording contract

with a record label?

"Yes, we are on **SAUSTEX** (<http://www.saustex.com/>) records out of San Antonio. We are managed by Coodie Gold, a somewhat legendary regional music entrepreneur."

Have any of your albums gone platinum or won any awards?

"Oh no! We've sold multi-hundreds of albums at **BEST**. We do get a report on our streams from Spotify every year (which is how a lot of folks get music these days) and last year we had 56.8 thousand streams from 6.8 thousand listeners in 60 countries, which pays almost exactly zero dollars, but it **SOUNDS** really cool!"

Where would you most likely hear your music played?

"We get a little play from the Outlaw Country channel on XM radio, and, if streaming is your thing, all the streaming services carry our music. You can ask Alexa 'Play **THE BEAUMONTS**' and she will, but it's best if you just come to a show for the full effect."

The **BEAUMONT's** sound can be likened to listening to "South Park gone Honky Tonk Country". Listener Discretion is advised...their lyrics may not be suitable to sober souls. Impressively though, Todd designed all their albums' covers, posters, shirts, etcetera. It's obvious that Troy...I mean Todd, has a blast taking on the secret identity as "Troy" but now that the cat is out of the bag, it's not a secret!

Todd is currently working on a graduate degree in Construction Management and hopes to obtain his degree by May 2022 so he can say that he has both degrees with Dr. Denise Trauth's signature.



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

Back in the early summer, we also did not foresee that the initial groundswell of demand for vaccination would abruptly dry up to the point where we would have to beg people to get vaccinated. There are many good reasons why a small percent of the population, perhaps as much as 5%, will likely never get vaccinated. No one expected that we would see vaccine demand plummet with only 50% of the population vaccinated. In hindsight, however, perhaps we should have seen this coming.

This is part of the insidious nature of COVID-19. Perhaps you have seen some of the old movies about world-ending viruses or plagues, where the actor-experts explain that a virus that immediately kills its host is not the one we need to worry about. A virus like that will have a great deal of difficulty spreading far or fast. Not only would the hosts die too quickly to spread such a virus, but the fear of catching such a virus would successfully make most people change their behaviors to avoid it. COVID-19, on the other hand, only kills a small percentage of people who get it. Many more people get only just sick enough to try to keep their normal routine and, in so doing, spread the virus in masses.

Thus, it is precisely because COVID-19 is not deadly enough that many people do not take it seriously. Statistically, it remains true that you are not likely

to catch COVID-19, much less die from it, if you are otherwise healthy. Unfortunately, this gives some a false sense of security and belief that they do not need to mask or vaccinate, feeling that they will probably be OK. In this naivety, the virus finds its greatest success, and we, as a global community, face our most serious risk.

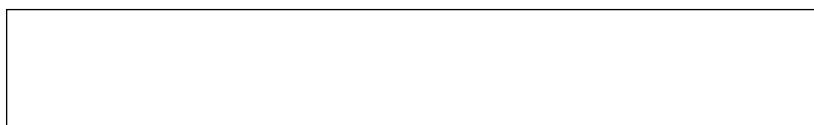
For, you see, the virus only has one goal: to spread and to replicate. Every time the virus replicates, there is a tiny chance it will mutate into a new variant. Some of those variants will be less dangerous than the original virus. Some of them will be susceptible to the same vaccines as the original. Some of them will be much harder to transmit through a cough, sneeze, or touch. Some, however, will be much, much worse than the original. This is a real fight in which we, as a global community, are engaged in together. We are racing to vaccinate and mask as quickly as we can to stop that inevitable mutation from happening that suddenly makes a variant more deadly, more transmissible, or completely immune to our current vaccines.

The only way we can win that race against the virus is to reduce the number of people who catch COVID-19: we must slow the rate of infection. There remain billions of people in the world who have virtually no defense against this virus. There are entire cities and countries where almost no one is vaccinated or

has access to a proper mask. We have already seen that even the original COVID-19 virus does not care about borders, oceans, or continents. It can and will spread around the world in a matter of days or weeks.

I ask that you join me in this race against the next, more deadly variant of COVID-19. Get vaccinated, wear a mask, get tested often, and stay away from others if you feel sick. Perhaps you will get lucky and never catch or get sick from COVID-19, even if you take none of these precautions, but your lack of action could cost the lives of others in our community or even others in your own family. Moreover, the longer any of us wait to take these actions, the more chances the virus may change and evolve into something more deadly and dangerous than anything we have seen to date. It will be too late if we wait to act until that next variant emerges.

Our students, faculty, and staff deserve to feel safe in our community. It is up to all of us to hold up our end of that bargain. Do not delay any longer if you are not vaccinated. Do not refuse to wear your mask indoors because it is too hot or too uncomfortable. Do not try to be tough by coming to work or class while you are sick. I, for one, love coming to work every day at this beautiful university. Let's all do our part to fight COVID and protect our friends, coworkers, students, and family.



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TEXAS  STATE
UNIVERSITY

The rising STAR of Texas

"I don't wish to be without my brains, tho' they doubtless interfere with a blind faith which would be very comfortable."

– Ada Lovelace

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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