

Winter 2020

FSS *Essentials*



FSS VISION:

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

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Planning & Analysis*

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Treasurer

LETTER FROM THE VICE PRESIDENT



The pendulum that swings between individual freedom, civil liberty, and freedom of speech on the one hand versus communal safety, civility, and a sense of community on the other hand is always moving in America. At any given point in our history, and depending on where you live in this great country, the exact position of the pendulum has varied widely. Let us consider where we are on this continuum as we head into 2020 at Texas State University and

the role that our University Police Department must play.

It's worth noting that these two ideas, individual freedom and communal safety, are not necessarily at odds with one another. In other words, this is not an either-or decision. It is true that both are inherently good things if you agree with the principles upon which our nation was founded. Individual freedom, as it is enshrined in the First Amendment to the U.S. Constitution and elsewhere, is so deeply ingrained in what it means to be American that many of us consider

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DATES TO REMEMBER

January

- January 1
 - New Year's Day
- January 3
 - End of Winter Break - Texas State University
- January 4
 - World Braille Day
- January 6
 - Epiphany
- January 15
 - National Hat Day
- January 20
 - Martin Luther King Day- Texas State Holiday
- January 21
 - First Day of Classes

February

- Black History Month*
- February 2
 - Groundhog Day
- February 2
 - Super Bowl LIV
- February 4
 - World Cancer Day
- February 12
 - Abraham Lincoln's Birthday
- February 14
 - Valentine's Day
- February 17
 - President's Day
- February 20
 - National Love Your Pet Day

February 25

- Fat Tuesday

February 26

- Ash Wednesday

March

- Women's History Month*
- Irish-American Heritage Month*

March 2

- Texas Independence Day

March 6

- Employee Appreciation Day

March 8

- Daylight Savings Time Starts
- International Women's Day

March 14

- National Pie Day

March 15-22

- Spring Break (EC Days) - Texas State University

March 17

- St. Patrick's Day

March 19

- First Day of Spring

March 22

- World Water Day

March 30

- National Take a Walk in the Park Day

March 31

- Cesar Chavez Day

AND THE WINNERS ARE...

October 2019 FSS Quarterly Team - Payroll and Tax Compliance



Left to right: Eric Algoe, Anna Hale, Monica Saenz, Diana Vallejo, Genet Hannah, Diana Salami, Christian Hiner, and Madeline Davila.

The payroll staff is focused on teamwork and collaboration, working together in an atmosphere of trust and accountability toward a common goal. The payroll staff always goes the extra mile to provide the best customer service to our internal and external customers. Including:

- Implemented payroll metrics to monitor core payroll processes, identify areas of improvement, and minimize the risk of payroll errors.
- Replacement Checks metric – assess the amount of replaced stale-dated checks to find the root cause for employee's not claiming their paper checks on time.
- Prior Cycle Payments metric - assess the amount of manual checks processed to minimize errors and identify the root cause for payments not captured during regular and supplemental payroll.
- Completed and tested the necessary changes for the implementation of the state's W-4 for employees to complete and update their tax information which enables employees to be in control of their state tax withholding.

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:

Tuesday, Jan 14
Grounds Operations
11:30 a.m. - 12:30 p.m.

Wednesday, Feb 26
Treasurer and SBS
12:00 p.m. - 1:00 p.m.

Thursday, Mar 26
**Financial Services
& Payroll &
Procurement**
11:30 a.m. - 12:30 p.m.

SPOTLIGHT ON UNIVERSITY POLICE DEPARTMENT

The various sections within the University Police Department working to help keep community policing and safety a priority for both the San Marcos and Round Rock campuses.

Administration

The Administration establishes and enforces policies based on best practices. They work to ensure the department has the proper organization and resources to carry out operations. This includes the Chief of Police, Captains, Lieutenants, and various support staff.

Criminal Investigations Division (CID)

CID investigators are dedicated to solving cases. The tasks are numerous as a result of going to crime scenes, evidence collection, interviews, writing affidavits, report writing, and court testimonies. In addition to the investigators, CID also includes the Evidence Technician who manages the Evidence Room.

Patrol

Patrol consists of commissioned officers who patrol campus day and night and include the various ranks of Officers, Corporals, Sergeants, and Lieutenant. They patrol campus properties and adjacent off-campus housing areas (within a half-mile radius) as well as provide security for various university events.



Officer Cody Guerrero, Officer Jonathan Lopez, Officer Clark Flynn, and Sgt. Rodrigo Manzanares.

Records

This area consists of civilian staff responsible for the proper collection and storing of case information and police video. This year the department was successful in creating permanent positions in this area to help keep up with records demand and enhance the interpretation of data for reporting purposes.

Communications/Dispatch

Our telecommunication operators are certified through the Texas Commission on Law Enforcement Officer Standards and Educations as well as through the Texas Department of Public Safety. They operate 24 hours a day, seven days a week answering emergency and non-emergency calls. They monitor and dispatch police and civilian personnel on more than 14 radio channels.

Office of Community Engagement

This community-oriented group is known for programs such as the Citizens Police Academy (CPA), Coffee with the Cops, New Student Orientation, and other Personal Safety presentations. They also oversee the department's recruiting efforts, as well as the campus Lost & Found program.



Student workers Danielle Vinklerek and Morgan Glenn, Officer Otto Glenewinkel, Officer Lloyd McKinney, and Officer Jessica Kinney

Security Services

This section includes the Security Guards aka Public Service Officers (PSO's). PSO's are non-commissioned full-time employees whose primary functions are to secure campus buildings, provide safety escorts, respond to fire alarms, and aid police officers when necessary. Included in this section is the Safe Ride program as well as the Bobcat Bobbies and the Cats on the Go programs. Often referred to as "Bobbies" and "Cats," these two groups employ part-time student workers whose primary function is to escort students on the San Marcos campus.

OFF THE CLOCK

John Rudolph

Construction Contract Administrator – FPDC



When John's not working at the University on special projects, he can be found at home with his wife Betsy and two dog's Cooper & Bella, or in his woodshop working on a variety of pieces, his lifelong passion. John's love for woodworking started in the 7th grade and continued through high school with a letter in industrial arts/

drafting. In 1984, representing Oak Ridge High School, he won first place with an original design at regionals hosted at Sam Houston State University and won second place for the same project at the state competition at Baylor University.

John learned the fundamentals in high school from his instructors, then continued his education with reading award-winning books on joinery to further his knowledge. Joinery is a part of woodworking that involves joining together pieces of wood or lumber, to produce more complex items. John says "there was no YouTube back in those days" to help guide while learning new techniques, it was all trial and error. Over the past 30, years John has enjoyed woodworking as a passion, as well as custom millwork projects during his professional career.

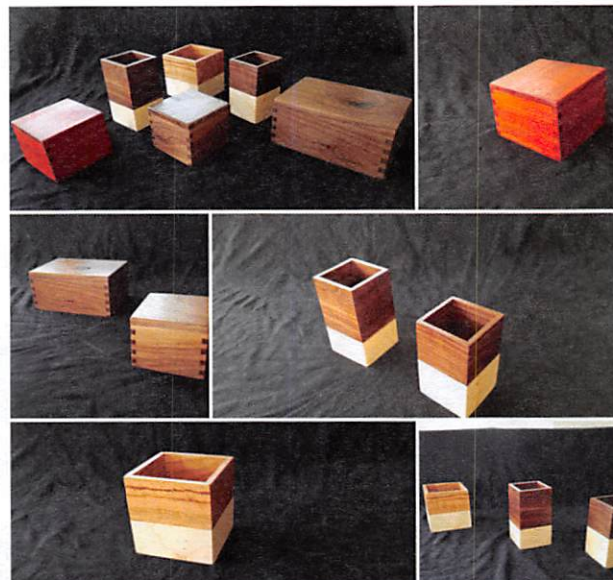


John enjoys making small boxes and medium-sized pieces such as blanket chests, with various domestic and exotic hardwoods. John's pieces have either dovetail or box joints in their structural design, with hopes of them becoming heirloom pieces to the new owner. His projects start to take life with a basic sketch and a materials list. Completing each

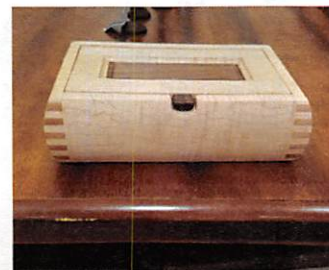


piece gives him personal satisfaction and the process is therapy at its finest, says John.

John will take on private commissions from time to time, usually in the form of custom bookcases or a "one off-piece" the customer has in their mind for their home or a gift. The overall process from selecting the wood piece by piece, and building the project, is what John enjoys most. Creating something from imagination to paper, then a tangible piece of furniture is extremely satisfying and fun!



John is also a member of Mineral Springs Baptist Church and enjoys worship and helping others in ministry. John plans to work at Texas State University until he is eligible for retirement...14 years away. He will work full time on heirloom pieces to sell here in the hill country at arts & craft fairs during his retirement and will take the occasional day off!



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!

MEET OUR NEW TEAM

Cody Guerrero
Police Officer
University Police

Before coming to Texas State Cody worked security while also being stationed here in Texas with the military, and currently still serves. Cody has family in many different states and visits them as often as he can. He enjoys running when he's not working.



David John

Michaud
Guard
University Police

David is assigned to the Round Rock Campus. Originally from Manchester, NH where he worked for UPD as a police officer and retired in 2018. David worked for the U.S. Government of Veterans Affairs before coming back to Texas State. He and his wife Kathy have four grown children and 10 grandchildren. David is a veteran having served in the U.S. Army during Vietnam.



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

Grant is an alumnus of Texas State University. He earned his bachelor of science in chemistry with a minor in mathematics. He was born and raised in Austin. An interesting fact about Grant is that he had a relative that fought in the Battle of the Alamo. Another fun fact is that he is left-handed and always right!



Nicholas Rios
Plumber II
Facilities
Operations

We welcome Nicholas "Nic" Rios to Texas State Plumbing Shop! Nic is originally from San Marcos and comes to us most recently from Culpepper Plumbing. He is the proud father of a new baby boy born in March 2019. His hobbies include fishing and camping activities.



Kylee Spiry
Accountant I
Student
Business
Services &
Bursars

Kylee was born and raised in Seattle, WA. She and her fiancé, are recently engaged and are hoping to purchase a new home this upcoming year. Prior to joining us, she tended bar at Barfish Lounge here in San Marcos. She has been a dancer for almost 20 years and loves to cook. She loves to go crabbing on the west coast, she eats hamburgers upside down and is highly competitive and loves a challenge.



Jeremy Thomas
Human
Resources
Representative
Human
Resources

Originally from Dallas, TX, Jeremy is a proud alumnus of Texas State. As a student worker, Jeremy was a photographer/videographer and social media manager for the College of Fine Arts & Communication. As a triplet, Jeremy and his siblings have been featured multiple times for their academic achievements. He is a passionate Philadelphia Eagles fan that spends most of his free time



working out, playing one of his three instruments, and experimenting with new photography concepts.

William Anderson
Guard
University Police



Angela Buess
Guard
University Police



John Simpkins
Police Officer
University Police



Sierra Bligh
Administrative Assistant II
University Police

Joyce Brown
Guard
University Police

Val Gomez
Mail Clerk I
Mail Services

Jeffery Hall
Guard
University Police

Andrew "Andy" Kildau
Auto Mechanic
Facilities Management

Cristina Pinkard
Accounting Clerk II
Student Business Services &
Bursars

Laura Shearer
Accounting Clerk II
Accounting Office

Welcome!

WELLNESS WISDOM

Be more than healthy, BE WELL!

Contributing author: Teresa L. Zapp M.Ed., Senior Lecturer in Curriculum & Instruction, College of Education

Ask ten people the meaning of spiritual health and you're likely to get ten different answers. It's a deeply personal thing. Most standard definitions include a connection with a personal source of power, the feeling of purpose or meaning in life and knowing that which brings you joy and tranquility. Whatever the definition, most agree that developing spiritual health has many mind/body benefits.

The pathways to enhanced spiritual health are as varied as those who choose them. It's important to find what works best for you so why not experiment! Here are some ideas for enhancing your spiritual health:

Express Yourself

- Write, color, paint or draw your thoughts.
- Positively affirm who you are and what you need.
- Engage in regular prayer or chant mantra if it feels right.
- Attend meaningful group events or religious services.

Engage in A Mind/Body Practice

- Swim, run, walk, bike or dance if you enjoy it.
- Get a massage.
- Try yoga, Thai Chi, or Qi Gong.
- Be purposeful about relaxation.
- Eat well.

Seek Joy

- Connect with others through donation, service or time.
- Do what you love!
- Always be true to yourself.

Be Mindful in The Moment

- Be present and alert. Savor every moment!
- Look for the silver lining.
- Experience gratitude on a deep level. Be grateful not just for your meal but for the cook, farmer and plants/animals that supplied it.

Meditate

- Focus within and release thoughts.
- Imagine a place that brings you peace.
- Try various breathing techniques.
- Listen or move rhythmically to music.

We are all connected. When one grows spiritually, we all benefit. And so, may you all have happy spiritual healing experiences!

LETTER FROM THE VICE PRESIDENT

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it to be a given or a universal human right – neither of which is true around the world. The right to personal safety and to have a safe community is equally important to us, and equally held as something that all people should desire if not demand.

However, it is true that these two values do push against one another in practice. The debate around the First Amendment has been going on since the moment the ink dried on the Bill of Rights. That debate serves as a great illustration of many of the arguments surrounding these issues. For example, some would argue that a person should be able to say whatever they choose and that we should only be restrained or punished for our actions, not our words. Those who subscribe to this belief would have ample historical references to show how important this point of view is and has been throughout history. Even today, how many voices of dissent are imprisoned, or simply made to disappear, under the guise of "law and order," "heresy," or "patriotism" when we look around the world?

On the other hand, should there be no action taken if a person directly threatens the life of another? I hold that most people believe that a direct threat to kill another, or a call to kill their whole family, their village, people who look like them, talk like them, or pray like them, is inherently wrong in every sense of the word. Speech such as this could be reasonably argued in a civilized society, should not

go without punishment. To place no constraints on such speech is to invite the action for which it is calling.

Many of our values as a university and many of our policies document where we stand on these issues and this tug of war, but this ground is simply too difficult to codify completely in any written policy. No matter the effort or time we put into that effort, we cannot write a how-to guide for every situation that is likely to arise on a large and diverse university campus such as ours.

The University Police Department is routinely thrust into this grey area between safety and freedom and asked to make difficult judgement calls, often in the face of extreme emotional or imminent conflict.

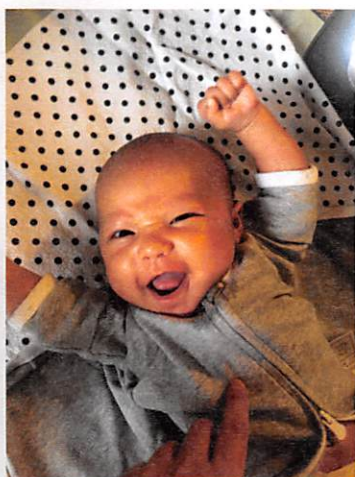
Prior to coming to Texas State, I had the privilege of overseeing the police department at another large state university. They were facing concerns from many students that they too frequently intervened when students tried to stage a protest, a sit-in, or to engage in civil disobedience in order to express their passions on a variety of subjects. The police were also facing criticism for what some perceived as favoritism toward student athletes.

The police at that institution were very aware of these concerns and tried to do everything possible to build better relationships and have lines of communications open with those groups and individuals who were most vocal in their

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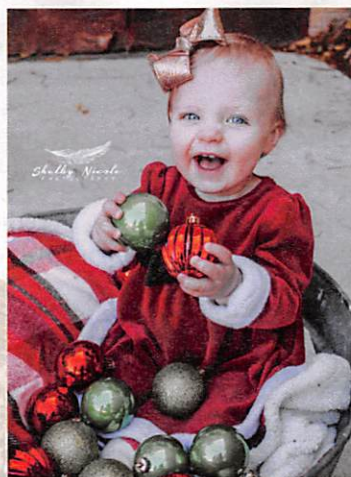
STAFF SCOOP

FSS Employee News



Jessica "Jessi" Turnbow-Cao is the Administrative Assistant II in Facilities Operations at the Round Rock campus. She just had her first baby in August:

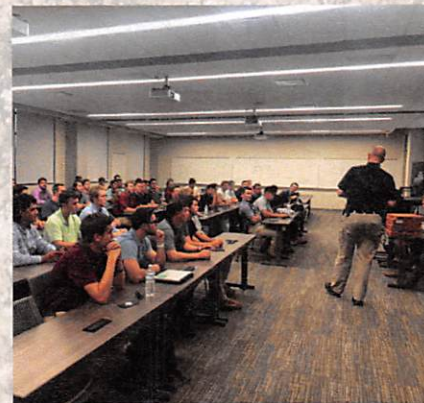
Fletcher Anderson Cao
8/15/2019
7 lb. 8 oz.
Traits: big smiles and cute nose scrunches



Scarlett Sedlachek turned the big ONE on December 13. Her proud parents Nick and **Jessica Sedlachek**, the Senior Human Resources Assistant in HR helped her celebrate the big day!

Happy Birthday, Scarlett!

Tad Palmer, with the University Police Department, participated in a safety briefing event this fall in conjunction with the on-campus fraternity, Sigma Alpha Epsilon (SAE). Tad has been actively involved with SAE through past semesters and provides them with a presentation reviewing drugs, alcohol, campus safety, and an opportunity to ask a "cop" anything they want. Tad continues to build a relationship of trust and understanding with SAE and his efforts have extended to additional student organizations who have sought out his time and knowledge. Thank you, Tad, for being willing to go above and beyond to keep our bobcats safe and educated.



BOBCAT CHATTER

If you could only watch one T.V. show for the rest of your life, what would it be?

Chief Laurie Clouse

*Director
University Police Department*

"It would be "Frazier" because my husband and I love watching it together and both think it's funny when he compares me to Niles Crane."

LaKiza Fowler

*Accountant I
Financial Reporting & Analysis*

"I do not watch a lot of T.V., but my answer would be "Growing a Greener World". I love to garden, and this show gives me new ideas and I learn so much from it."

Stephanie Daniels

*Coordinator, Marketing and Promotions
Transportation Services*

"The general consensus for myself, the Transportation administrative staff, and the student workers is that "Buffy the Vampire Slayer" is the correct answer."

LETTER FROM THE VICE PRESIDENT

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criticism. Despite these efforts, the concerns and criticisms only seemed to multiply. Some even wondered why we needed a university police department at all as we were in the middle of a city with a police department that could respond when called.

All of that changed on a late November evening when an alumnus of the institution walked into the main library with nearly 800 students inside studying for finals and pulled out a gun. The individual shot a student on the steps of the library, a student employee working the front desk of the library, and a third student was shot in the back as he ran away. With over 100 rounds of ammunition on the shooter's person and hundreds of students still studying with headphones on and mostly unaware of what was happening in the lobby, this had the potential to be an even more horrific situation. What happened, however, is that two university police officers who had been walking a foot patrol heard the shots and responded. In a hail of more than 30 shots exchanged, the shooter was killed on the front steps of the library less than 120 seconds after he had fired his first shot and all three of those who had been shot survived.

In the aftermath of that tragic event, the value of the university police department was seen through an entirely different lens. The city police would have never had a foot patrol near the library. Their response time

would have been at least five minutes under optimal conditions, by which time the shooter would have likely shot more students and entered onto the main floor of the library with students densely packed all-around deep in their studies where it would have been very dangerous for officers to engage. The university police saved lives that day in a way that the city police simply would not have been able to do. Suddenly the conversation was about safety and community and those concerns about protests and sit-ins faded into the background.

I offer this story as it serves as a lived reminder to me every day that our university police play a critically important role in our community. This is not to say that we should not continue to struggle with where we, as the Texas State University community, need to be on the pendulum between personal freedom and communal safety. Indeed, as a community of academics and researchers, we must continue that debate. My real point here is to remind all of us that our goal is not to find the "right" place on that continuum because there is no perfect balancing point where the debate will no longer be needed.

The world around us is constantly changing. National and international events color our thoughts and feelings towards authority and freedom. Past injustices and current biases must be recognized. Our community

changes every year with 10,000 new faces arriving for the first time. It would simply be wrong to view this as a problem to be solved. Rather, it is a conversation that we all need to be a part of every year anew. I know that our Texas State University Police Department welcomes that conversation. From the leadership down through the ranks of uniformed officers to the support staff, they care deeply about our community and all the individuals that live, work and visit here. It is that deep sense of service that led many of them to put on the uniform and put their lives at risk for us in the first place.

I treasure being a part of this community with all that entails, to include having difficult conversations, supporting passionate students standing up to be heard, and debating every topic under the sun. I am proud that we do not always accept what is comfortable or convenient as a community, but instead, dare to ask difficult questions of ourselves in our dedication to making progress towards a world that both shares and models our shared values. I also treasure the people in this community who make it what it is. Our friends, colleagues, neighbors, and family in the Texas State University Police Department are a critically important part of this community, and I, for one, am thankful to them for all that they do.

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TEXAS STATE
UNIVERSITY

The rising STAR of Texas

***"Be at war with your vices, at peace with your neighbors,
and let every new year find you a better man."***

-Benjamin Franklin

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.

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