

Summer 2016

# FSS *Essentials*



## FSS VISION:

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

**Eric Algoe**  
*Vice President*

**Darryl Borgonah**  
*Associate VP, Financial Services*

**Russell Clark**  
*Director, EHS&RM*

**John McBride**  
*Assistant VP, Human Resources*

**Nancy Nusbaum**  
*Associate VP, FSS Planning*

**John Root**  
*Director, Auxiliary Services*

**Gordon Thyberg**  
*Assistant VP, Budgeting, Financial  
Planning & Analysis*

**Tom Shewan**  
*Associate VP, Facilities*

**Valarie Van Vlack**  
*Treasurer*

## LETTER FROM THE VICE PRESIDENT



With the end of my first academic year at Texas State now at a close, I would be remiss not to offer a heartfelt statement of gratitude to the great employees in our division, to all of my colleagues and coworkers across the university, and to Bill Nance for the solid foundation he created over his 22 years of extraordinary service and leadership to this great institution. Thanks to each and every one of you.

In the life of every university there is constant evolution and change. As we mark the end of another successful academic

year at Texas State, I would like to take the time to reflect back on some of the more significant accomplishments, changes, and improvements in the Finance and Support Services Division.

Personnel changes are always difficult, and few could be more trying than the retirement of our very own Bill Nance. Mr. Nance left big shoes to fill. Over this past year, I have attempted to demonstrate a collaborative spirit, to listen to the good ideas and input of our employees, to inspire confidence while displaying humility, and to underscore my commitment to helping us achieve the best and brightest future at all times in order to help fill those big shoes. This year we also saw the departure of our Associate Vice President for Facilities, Juan Guerra, another significant personnel change for the division. Yet the Facilities

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# DATES TO REMEMBER

## July

*Park and Recreation Month*

July 4

- Independence Day

July 6

- International Kissing Day

July 11

- First Day of Summer II
- World Population Day
- Open Enrollment Begins

July 18

- Get Out of the Doghouse Day

July 24

- Parent's Day

July 30

- World Friendship Day

## August

*Immunization Awareness Month*

August 9

- FSS Kickoff

August 12

- Commencement
- Open Enrollment Ends

August 13

- International Left Handers Day

August 15

- Relaxation Day

August 19

- National Aviation Day

August 21

- Senior Citizens Day

August 26

- Women's Equality Day

August 29

- First Day of Fall Classes

## September

*Hispanic Heritage Month*

September 5

- Labor Day

September 10

- Swap Ideas Day

September 11

- Patriot Day
- National Grandparents Day

September 21

- International Day of Peace

September 22

- First Day of Fall

September 29

- World Heart Day

## AND THE WINNERS ARE...

### Employee of the Month



Michelle Moritz, Associate Director, Human Resources was selected as the Texas State Employee of the Month for April 2016.

### Texas State Human Resources

won the THEHRA 2016 Innovation Award for their automated nepotism reporting and tracking system.

Human Resources worked with IT to develop the current system which allows Texas State University to be in compliance with state, regent, and local policy as well as to be able to accurately make the required nepotism reporting at each May Board of Regents meeting.

### Texas State Parking Services

won the 2016 TPTA Award of Excellence for the Parking Program category for the Integrated Transportation System Fiscal Stability project.

### FSS QUARTERLY TEAM



Millecam, Julia Decker, Mary Ann Ortiz-Moerke, Lillian Dees, Kim Porterfield, Keely Ede, Shelby Pritchett, Dan Eggers, Sean Quiñones, Beth Erhart, **John Root**, Michael Faber, T. Cay Rowe, Joseph Falocco, Tracy Shoemake, Mel Ferrari, Ashley Spicer-Runnels, Ralph Garcia, Dan Schumacher, Ken Grasso, Kris Toma and Jennifer Obenhaus.

The Texas State Quarterly Team Award was presented to the 50th Anniversary Higher Education Act Celebration Team.

The team members include: Daniel Benitez, Leslie Bulkley, Mary Ann Mendoza, **Chin-Hong Chua**, Stacey Rodriguez, **Juan Guerra**, Charlie Salas, **Steven Herrera**, Stacy Stokes Batts, Margarita Arellano, Cari Gray, Mary Brennan, Lyda Guz, Ronald Brown, Scott Ham, Reyna Caraveo, Michael Harrison, Stan Carpenter, Joan Heath, Jaime Chahin, Crisselda Jass, David Coleman, Ronald Johnson, Julie Cooper, Cathy Lamm, Light Cummins, Daniel Lochman, Robert Currie, Twister Marquiss, Deborah Cunningham, Ed Mihalkanin, Steve Davis, Melissa



# SPOTLIGHT ON FACILITIES OPERATIONS

Facilities Operations is responsible for so many things we take for granted on our campus, such as comfort, convenience, power, water, and safety. For example, after trudging up the hills of the Texas State University campus in summer, we open the door to a building and feel the cool relief of the air conditioning. In winter, the same building systems provide pleasant temperatures conducive to academic pursuits, research, and the administrative and logistical services required for a university to function smoothly. The physical comfort we enjoy can be attributed to the diligence of the Facilities Operations HVAC Shop.



Similarly, when we enter a room to work, study, play an instrument, or conduct an experiment, we flip a switch or plug into a receptacle fully expecting the necessary illumination to light our way or power our devices. Exterior lighting provides safety at night as we traverse the campus to our vehicles or simply walk about the campus on a pleasant evening. The Electric Shop team illuminates these activities and events and is currently working to upgrade to all LED lighting to do so in a more energy efficient manner.



In addition to the HVAC and Electric Shops, the two largest shops in Facilities Operations, three more round out the department: the Facilities Maintenance, Plumbing, and Structures Shops. While each trade shop exercises particular expertise, there is some overlap in duties and responsibilities. All FacOps Shops work in tandem and seamlessly to ensure the comfort and safety of our campus colleagues and constituents. Our team of four Construction Contract Administrators oversee maintenance and repair of diverse properties such as the President's residence, Freeman Ranch, and University Camp

as well as providing plan, schematic, and submittal reviews of all capital projects. Providing managerial leadership for a departmental staff of 75 employees are Director, Doug Bynum, and Assistant Director, Brian McKay.

No one likes to get dive-bombed by bats, so the Facilities Maintenance team works diligently to humanely and safely remove them from people areas. Up-to-date signage provides guidance and ensures safety. Sidewalks are added and repaired to provide paths between buildings. The FacMaint team also identifies and corrects trip hazards, repairs roofs to provide safety and prevent leaks, and maintains the environmentally delicate Spring Lake Dam.

The Plumbing Shop ensures the proper, safe, and sanitary functioning of all sinks, showers, urinals, and toilets on campus properties, along with our sanitary sewer system and all associated piping. Theirs is truly a "dirty job," but a very necessary one. The FacOps plumbers have a competitive streak, too, winning the 2015 Family Campaign "Penny Wars" through which Facilities Operations raised almost \$250 in loose change alone.



Carpenters and Painters comprise the Structures Shop. The carpenters perform a wide range of wood working and interior repair and maintenance duties, including installing floors made of laminate, vinyl floor tile, and carpet. They also frame offices, build and repair doors, replace ceiling tiles, construct and install cabinets and shelving, and assemble furniture. They ensure University interior spaces are maintained in a functional, attractive, and safe condition. FacOps painters ensure the campus looks fresh and vibrant. Color-matching is always a creative challenge. Like the other Shops, they too contribute to the safety of the campus community by striping parking lots and curbs for visibility.

It is no wonder that all FacOps personnel are deemed "essential" to ensure the comfort and safety of all staff, faculty, students, and guests of the University.

Facilities Operations and its impact on the campus community is everywhere. We are on the job 24/7/365.

Facilities Operations: making a difference through quality, responsive service.



# YEARS OF SERVICE AWARDS

## 10 Years

**Mrs. Maria C. Alvarez**, *Custodial Operations*  
**Mr. Neil R. Bascos**, *Utility Operations*  
**Mr. Frederick R. Boasi**, *Custodial Operations*  
**Mr. Jason A. Boyd**, *Facilities Planning, Design and Construction*  
**Ms. Patsy N. Corley**, *Human Resources*  
**Mr. Frank K. Dempster**, *Custodial Operations*  
**Mrs. Margarita Luera Flores**, *Custodial Operations*  
**Ms. Benita Garza**, *Custodial Operations*  
**Mr. Adam D. Gonzales**, *Facilities Management*  
**Mrs. Debra W. Jones**, *Office of Payroll and Tax Compliance*  
**Mr. Miguel Machado**, *Facilities Operations*  
**Mr. Michael A. Maldonado**, *Facilities Management*  
**Mr. Darrell Robinson**, *Custodial Operations*  
**Mrs. Elsie R. Romano**, *Environmental Health, Safety and Risk Management*  
**Ms. Monica Saenz**, *Office of Payroll and Tax Compliance*  
**Mr. Richard G. Selvera**, *Materials Management and Logistics*  
**Mr. Milus D. Steen, Jr.**, *Transportation Services*  
**Mrs. Staci M. Wade**, *Student Business Services and Bursars*  
**Mrs. Lauren K. Williams**, *University Bookstore*

## 15 Years

**Mrs. Alma L. Apodaca**, *Transportation Services*  
**Ms. Loreen V. Bowen**, *Auxiliary Services*  
**Mrs. Delfia Chavarria**, *Custodial Operations*  
**Mr. Kurtis J. Crockett**, *Utility Operations*  
**Mr. Robert DeLeon**, *Grounds and Waste Management Operations*  
**Mr. Alex R. Guerrero**, *Custodial Operations*  
**Mrs. Mary Y. Gutierrez**, *Facilities Management*  
**Ms. Carolyn S. Holesovsky**, *Finance and Support Services Planning*  
**Mrs. Becky J. Johnson-Cronk**, *Grounds and Waste Management Operations*  
**Mr. Michael R. Kubin**, *Utility Operations*

**Mr. Raymond A. Martinez**, *Grounds and Waste Management Operations*

**Mr. Gilbert G. Morales**, *Facilities Operations*

**Mrs. Melinda M. Olivo**, *Office of the Associate Vice President for Financial Services*

**Mrs. Joyce A. Phillips**, *Grounds and Waste Management Operations*

**Mr. Jose Luis Rodriguez**, *Facilities Operations*

**Mr. Juan Luis Romero**, *Utility Operations*

**Mr. Robert C. Stafford**, *Facilities Planning, Design and Construction*

## 20 Years

**Mr. Jay D. Cody**, *Grounds and Waste Management Operations*

**Ms. Judy L. Jannett**, *Transportation Services*

**Mr. Joaquin Martinez, Jr.**, *Grounds and Waste Management Operations*

**Ms. Carole McCarley**, *ID Services*

**Mr. Carlos Pardo, Jr.**, *Grounds and Waste Management Operations*

**Mrs. Marla G. Pullin**, *Treasurer*

**Mr. Enrique Rodriguez**, *Grounds and Waste Management Operations*

**Mr. Steve B. Williams**, *Custodial Operations*

## 25 Years

**Ms. Sylvia A. Alvarado**, *Accounting Office*

**Mrs. Pauline Alvarez**, *Custodial Operations*

**Mr. Jesus U. Gomez**, *Utility Operations*

**Mr. Miguel Natal Hernandez**, *Facilities Operations*

**Mrs. Nancy D. Meeks**, *Student Business Services and Bursars*

## 30 Years

**Mr. Adrian Castilleja**, *Grounds and Waste Management Operations*

**Mrs. Lisa Gonzales**, *ID Services*

**Mr. Arturo P. Pineda**, *Materials Management and Logistics*

**Mr. Kelly Vines**, *Facilities Operations*

## 35 Years

**Mr. John E. McBride**, *Human Resources*

## 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:

**Wednesday,  
July 27**  
**Materials Management**  
11:30 a.m. - 12:30 p.m.

**Wednesday,  
August 24**  
**Facilities Planning, Design,  
and Construction**  
12:00 p.m. - 1:00 p.m.

**Thursday,  
September 22**  
**FSSP & Transportation  
Services**  
12:00 p.m. - 1:00 p.m.



# BOBCAT CHATTER

*If you could live in a book, TV show or movie, what would it be and why?*

## Edie Harvey

*Assistant Director of Facilities, Procurement*

"We Bought A Zoo" from 2011 starring Matt Damon. When asked why, she said, "Because I love animals and always wanted to work in a zoo. Wait...I DO work in a zoo."

## Russell Clark

*Director of EHS&RM*

"The Longest Ride, It reminds me of the travels through life with my wife Brenda"

## Karma Mitchell

*Cashier, Parking Services*

"If my life were a book, it would almost certainly be penned by Kurt Vonnegut, something ironic and snarky to a degree that only Mr. Vonnegut could reach. My life is populated by colorful characters, friends and family alike, each of whom are so full of snark, oddball humor and bizarre witticisms that I doubt any other author could ever achieve an accurate portrayal of the level of dark humor and off-the-wall silliness I routinely encounter... and I wouldn't have it any other way!"

## Colleen Cook

*EHS Specialist, EHS&RM*

"Parks & Recreation. The characters are diverse, thoughtful & hysterical. I think being friends and coworkers with them would be awesome; you are always guaranteed a laugh or crazy adventure. I have similar morals, values & work goals, and it would be fun to fill Leslie Knope's shoes for a day. To be able participate in some of the initiatives they organize would be extremely fun & rewarding! The show portrays a sense of unity within the Parks and Recreation department employees and provides many "feel good" moments for viewers"

## FSS PICNIC

On Friday, April 29, 2016, the FSS division hosted its 22nd annual employee appreciation picnic. Although the event had to be moved indoors due to rain, FSS employees gathered in Jowers to celebrate with a FIESTA-themed celebration complete with piñatas, maracas, and festive colors.



Katherine Beamer and Diana Rosales

A fiesta wouldn't be a fiesta without lively music, and that was taken care of by our very own...DJ Electro Zuniga of Grounds and Waste Management Operations. A delicious meal of carne guisada with all the trimmings was catered by Casa Maria. For our competitive (and brave) folks, a grito contest and jalapeno eating contest was held. Overall, it was a great afternoon enjoyed by all!

Thanks to local vendors and campus departments who donated to this event, over 100 door prizes were given out.

54th Street Restaurant & Drafthouse, Bath & Body Works, Bush's Chicken, Carquest Auto Parts, Embassy Suites San Marcos, EVO Entertainment, Fazoli's, Floral Studio, Freebirds World Burrito, Frost Bank,



Chris Miller and Diana Rosales

Fuego, Gordo's Burgers & Stuff, Italian Garden, JCPenney Salon, JCPenney Portrait Studio, Krispy Kreme, Mamacita's Restaurant & Cantina, Mana's Restaurant, Mochas & Javas, Pluckers, Potbelly, Quick Align, Raising Cane's, Randolph Brooks Federal Credit Union, Rodeo Mexican Restaurant, Rose Garden, Smoothie Warriors, Spud Ranch, Starplex Cinema, Taproom, Texas Roadhouse, Texas State Athletics Department, Texas State Bobcat Bloom, Texas State Bookstore, Texas State Campus Recreation, Texas State Environmental Health, Safety & Risk Management, Texas State Finance & Support Services, Texas State Information Technology, Texas State Residence Life, Total Transformation Institute of Cosmetology, Turtles Bandanas, University Marketing, Wal-Mart, Whataburger, and Zaxby's

Thank you again to these departments and community vendors. Next time you are in their place of business, give them a big Texas State THANKYOU!

Due to the unpredictable weather on the day of the picnic, the horseshoe tournament was postponed and rescheduled for May 6th at Sewell Park. The coveted 1st place trophies went to the team, "Yo Momma Boys" with team members Larry Martinez of Facilities Operations and Laurence Martinez of Transportation Services. Congratulations to all of the participants!



The picnic was an overall success. The FSS Community Development Team hopes everyone enjoyed the occasion with their friends and colleagues. See you all next year!!

# A CLOSER LOOK at the New High-Deductible Health Plan

This year, ERS will be offering several new plans during summer enrollment. Consumer Directed HealthSelect is a high-deductible health plan (HDHP) that is paired with a health savings account (HSA). Here is a more detailed look at what you can expect with these two new plans. Summer Enrollment will be held July 11 – August 12 and changes can be made online through your ERS

account at [www.ers.state.tx.us](http://www.ers.state.tx.us). If you are considering switching to Consumer Directed HealthSelect, please carefully review the information about the plan options to help you make an informed decision. The Benefits Staff in Human Resources is available to help answer your questions at [hr@txstate.edu](mailto:hr@txstate.edu) or in JCK 360.

## Consumer Directed HealthSelect

### High-Deductible Health Plan

The high-deductible health plan (HDHP) part of Consumer Directed HealthSelect is very different from the other Texas Employees Group Benefits Program (GBP) health plans in that it has high annual deductibles for both in-network and out-of-network coverage. The deductible is the amount you owe for covered health services or prescriptions before the plan begins to pay for anything except for preventive services.

#### Calendar Year Deductibles and Out-of-Pocket Maximums for 2016 (September 1, 2016 - December 31, 2016)

Description	Individual Coverage	Family Coverage
Annual in-network deductible	\$2100	\$4200
Annual out-of-network deductible	\$4200	\$8400
Annual in-network deductible, out-of-pocket maximum*	\$6450	\$12900
Annual out-of-network deductible, out-of-pocket maximum*	\$12900	\$25800

\*Out-of-pocket maximums are based on federal regulations and might change from year to year.

- Preventive services – like annual check-ups and vaccinations – are covered at 100%, even if you haven't met the deductible.
- Out-of-pocket costs could be much higher than in HealthSelect of Texas and the HMOs. To help you pay for higher out-of-pocket costs, the plan allows you to participate in a tax-free HSA.
- People eligible for Medicare cannot participate in Consumer Directed HealthSelect.
- Once you meet the deductible, the plan pays a percentage of health expenses:
  - 80% for in-network health and prescription services (you pay 20%) and
  - 60% for allowable out-of-network health and prescription services (you pay 40%).

### Health Savings Account

The HSA part of Consumer Directed HealthSelect helps you save money so you're prepared for out-of-pocket health care expenses. You can also save money on income taxes. Every Consumer Directed HealthSelectSM participant who is eligible to open an HSA, should open one to help pay for any out-of-pocket costs they might have. HSAs are like tax-free nest eggs for health care expenses. The HSA is only available to those enrolled in Consumer Directed HealthSelect HDHP.

- You can use your HSA on qualified expenses, even if you change to a different health plan or change employers. The money stays with you.
- If you contribute to an HSA, you can't participate in a health care flexible spending account, like the one offered through TexFlex. You can enroll in a special type of TexFlex account called a limited flexible spending account (LFSA) and use the account for qualified vision and dental expenses.
- The State of Texas will contribute pre-tax dollars to your account every month if you're an eligible member.
- You have access only to the money that's actually in your HSA. You won't have access to any money that's been pledged to be deposited in the future
- Your unused HSA balance will carry over from one year to the next, so you won't lose money in your account at the end of the year.

#### HSA Contributions and Limits\* for 2016 (September 1, 2016 - December 31, 2016)

Description	Individual Coverage	Family Coverage
Annual maximum contribution (set by the IRS)	\$3350	\$6750
Annual state contribution	\$540 (\$45 monthly)	\$1080 (\$90 monthly)
Annual maximum participant contribution	\$2810	\$5670

\*HSA contributions and limits may change from year to year, or based on eligibility requirements and the participants age. Maximums are set by the IRS and include both pre-tax and post-tax contributions to an HSA

\*\*Includes the member plus any number of dependants.



# STAFF SCOOP

FSS Employee News



**Victoria Nordick**, in the Accounting Office is elated to share her good news of announcing the birth of her granddaughter, Aubrie Blair Nordick, Aubrie was born on December 29, weighing 6 lbs. 14 oz.



**Julie Eriksen**, Human Resources, and her husband Rob, became first-time grandparents on April 14, 2016. Oliver Michael weighed 7 pounds, 12 ounces and was 20" long.

On May 28, 2016, Eric A. Apodaca, son of Philip and **Alma** (Administrative Assistant, Parking Services) **Apodaca**, graduated from San Marcos High School. He will be attending Lamar University in the Fall to pursue a degree in Communications. Congratulations to all of the 2016 graduates!!



CLASS\*OF\*2016

## OFF THE CLOCK

**Bob Stafford** *GIS Technician/Cartographer  
-Facilities, Planning, Design and Construction*

**Bob Stafford** is a talented musician who grew up in Texas and Oklahoma. His interest in music started at a young age. At age eight, he started taking piano lessons. By sixth grade, he joined the band program in school. He chose the trombone and asks himself "Why I chose trombone is a mystery to me?" By the time he was in high school, he advanced to lead trombone player and to the national champion jazz ensemble.

Bob is also a self-taught guitarist. In high school, he joined a rock & roll band and played bass. After high school, he ventured to Texas to work on drilling rigs. He stopped playing for a while until he entered college three years later. He figured he should get a degree so naturally he chose music. He studied here at Texas State University and was in the Bobcat Marching Band and trombone ensemble too. He earned his GIS degree while still playing gigs and touring when he could.

playing all kinds of music: Jazz, Blues, Rock & Roll, Swing, Cajun, Folk, and Country. He was an Austin musician for many years and played at the Continental Club, Jenny's, Ego's, The Spoke, Jovita's, Arts, The White Horse, the list goes on.

**"This is a great place to be a musician, lots of different types of music to play and lots of stages. I had a blast touring, met and worked with a lot of great musicians, actors, and industry people."**

Since 2002, Bob has been performing with Sean Castillo and the Hubcaps, Wayne Hancock, The Bottom Feeders, and The Moving Blues, among others. Places you can catch Bob playing are: Gruene Hall, Pour House, White Horse, Riley's Tavern, CCC in Wimberley, and lots of places in San Antonio.

As you can tell, Bob is very passionate about music but he says that both music and maps are his life! If you would like to see Bob perform live, check out Sean-Castillo-and-The-Hubcaps Facebook page to find out where they will be playing. Hope to see you at the show!



In 1993, Bob met Wayne "The Train" Hancock. They played gigs in Austin on 6th street and anywhere they were let in the door. Before long, Wayne landed a record deal and they released their first album in 1995. "The best part of touring is the two hours you get on stage." Bob even went on tour with ZZ Top in 1997. Bob says "It's nice to be somewhat known in this business." Bob has been

OFFTHE CLOCK is a new 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 are you related to a famous person (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

department has demonstrated their professionalism and proficiency over the past several months as they have not missed a beat during this period of interim leadership.

Although it is hard to pick just one thing, I believe our greatest accomplishment as a division this past year was undoubtedly the Herculean efforts to recover from two 500-year floods. Much of the work and effort, which continues still to this day, went unnoticed by the campus and that is how it should be when we do our work well. I do want to applaud all the staff involved in accomplishing millions of dollars of emergency repairs to well over two dozen buildings, not to mention outdoor areas, dams, bridges, and roadways, in a way that allowed the campus to continue to function with very little disruption. I also want to offer a big thanks to all the staff who processed those purchases, received the merchandise, helped with moving people around, and did the multitude of other things necessary to weather a string of natural disasters that I am sure none of us want to see happen again in our lifetimes.

I've selected just a few of the many other accomplishments across FSS to highlight here. This list is impressive in their own right, but, more importantly, it is reflective of the terrific team of people we have in place as a division.

Budgeting, Financial Planning, and Analysis (BFPA), under the leadership of Assistant Vice President Gordon Thyberg, identified and realized \$1.4M in savings by shifting benefit payments from the University to the State by replacing students with no benefits on our State payroll with faculty and staff with full benefits. BFPA also launched an RFP for a new strategic financial planning tool which is perhaps the key project on the FSS strategic plan looking forward.

Auxiliary Services worked with a faculty task force to garner a recommendation for the implementation of an online textbook adoption system, Verba Collect, which will greatly improve our ability to provide the highest level of service to students and faculty. Print Services gross revenues are running 12% ahead of last year thanks to their successes in fulfilling the campus' printing needs. Dining Services launched Red Mango, a new restaurant in the LBJ Student Center, and early sales show a 25% increase over the previous food concept in that location. Jones Diner's \$18.6M renovation will be completed over

two months early and will include a faculty and staff dining area.

Environmental Health, Safety, and Risk Management organized and led the 31st Annual Great Texas River Clean Up, which was the most successful to date. The Clean Up brought in over 700 volunteers, over three times as many as previous years, and nearly 15,000 pounds of trash and recyclable materials were removed from the upper San Marcos River and surrounding creeks.

Even whilst dealing with flood repairs for much of the past year and the loss of their AVP, our Facilities group did not miss a beat on the hundreds of millions of dollars of construction work in various stages of planning, design, or construction. Interim Associate Vice President Gordie Green has done a great job providing continuity over the past several months. Of particular note, our utilities group identified and obtained over \$400,000 in overbilling by conducting a proactive and extensive audit of city invoices. Utilities also achieved a 6.2% reduction in energy use per square foot versus the previous year.

Our University Treasurer, Valarie Van Vlack, helped us weather a very difficult year in the market with our endowment and other investments. She also served in a significant leadership role for the entire Texas State University System during the process of conducting a thorough overhaul and rewrite of all of our cash and investment policies. Student Business Services continues to seek out the most innovative and student-centered ways of conducting their important work.

Financial Services, under the leadership of Associate Vice President Darryl Borgonah, was charged with leading the efforts to coordinate insurance and FEMA claims due to the floods and did a masterful job of navigating that complex federal process. In our ongoing efforts to continue to improve processes and provide better customer service, Financial Services also made electronic W2's available to employees, implemented the SciQuest Sourcing Manager solution to handle Senate Bill 20 issues, introduced Online Booking for Travel, helped develop our first foreign travel insurance program, and made significant improvements to our Annual Financial Report.

In addition to trying to teach me everything about Texas State this past year, based on her four decades

on campus, Associate Vice President for Planning Nancy Nusbaum has been very busy leading the effort to create a new 10-year Campus Master Plan and working through numerous land acquisitions, sales, and negotiations. Thanks, in part, to her leadership and to our great staff, the campus Transportation Services Department continues to thrive. In fact, they earned an Award of Excellence in April from the Texas Transportation and Parking Association.

Human Resources, perhaps more so than any other area in the division, has seen an enormous amount of change this year which has impacted everyone on campus, and they have handled it with skillful expertise. Under the leadership of Assistant Vice President John McBride, HR has developed and now rolled out our new performance management system, Success Factors. A change in performance management system only happens once every decade or more, so this is a true milestone to be noted. HR implemented the very complex Affordable Care Act (ACA) Employer Shared Responsibility Requirements. They implemented a major improvement to our online job applications, the first upgrade since 2004. HR also implemented the E-Verify/I-9 system as required by SB 374, and, last but not least, they are currently tackling the new overtime exemption rules just released by the Federal Department of Labor.

I am happy to report that Texas State increased its expenditures with HUB vendors from 21.36% in 2014 to 22.75% in 2015. FSS also continued to achieve positive results in increasing the ethnic/racial diversity of our workforce. Of the 48 new hires in FSS this year, exactly 50% were from underrepresented groups. That percentage roughly matches our student body.

I believe that this has been a great year for the university and for FSS and I am confident that the coming year will be even more successful with your help. Next year, we will embark upon the largest construction period in the university's history under new facilities leadership, perform our first evaluations using SuccessFactors, roll out a paperless contract management system, complete the campus master plan, develop a financial planning and modeling tool to help us be prepared for whatever the future may hold, and continue to improve upon the level of professionalism, knowledge and service provided from the FSS division to all of our stakeholders around campus.

Digitally printed and addressed at Copy Cats at Texas State



*The rising STAR of Texas*

***"Like a welcome summer rain, humor may suddenly cleanse and cool the earth, the air and you."***

- Langston Hughes

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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