

Winter 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

Juan Guerra
Associate VP, Facilities

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*

Valarie Van Vlack
Treasurer

LETTER FROM THE VICE PRESIDENT



This is my first fall in San Marcos and I can't say enough about how much I am enjoying the cool nights and warm days, the students everywhere you look, exploring the hill country, the fall sports, and all the great food. Fall is also the time of the year when the Board of Regents deliberates and decides on tuition and fee increases for the next academic year.

As all of you undoubtedly know, Texas

State University students mirror the State of Texas in that they come from a wide variety of backgrounds and socioeconomic levels. I am particularly proud of the fact that many of our students are first-generation college attendees, as was I, and that many of our students are financially challenged to afford the great education that we provide and yet they still find a way. In fact, making a college education accessible, attainable and affordable are foundational beliefs at Texas State.

Given this diverse makeup of our student body, it should come as no surprise to learn that any tuition or fee

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DATES TO REMEMBER

January

National Oatmeal Month

National Blood Donor Month

January 1

New Year's Day

January 4

World Braille Day

January 6

Epiphany

January 8

Bubble Bath Day

January 18

Martin Luther King Day
–Texas State Holiday

January 28

National Have Fun At
Work Day

February

Black History Month

February 2

Groundhog Day

February 4

World Cancer Day

February 7

Super Bowl XLIX

February 10

Ash Wednesday

February 11

Don't Cry Over Spilled

Milk Day

February 12

Abraham Lincoln's
Birthday

February 14

Valentine's Day

February 15

President's Day

February 29

Leap Day

March

Women's History Month

March 2

Texas Independence Day

March 4

Employee Appreciation
Day

March 13

Daylight Saving Time
Starts

March 14 – 18

Spring Break – Texas State
University

March 17

St. Patrick's Day

March 20

First Day of Spring
Palm Sunday

March 23

National Chip and Dip
Day

March 25

Good Friday

March 27

Easter Sunday

March 31

Cesar Chavez Day

AND THE WINNERS ARE...

Karen Hollensbe, Human Resources Representative, Human Resources was selected as the Texas State Employee of the Month. Congratulations, Karen, on your hard work, dedication and being recognized as the July 2015 Employee of the Month!



Custodial Operations FSS QUARTERLY TEAM



FACILITIES MAINTENANCE: Lee Torres

CUSTODIAL OPERATIONS: Phillip Williams, Jeremy Nybro, Eric Guerrero, Cindy Hidrogo, Adan Lomas, Michael Contreras, Rick Boasi, and Dwight Garza.

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, January 21

Facilities Management

11:30am - 12:30pm

Wednesday, February 24

*Treasurer &
Student Business Services*

12:00pm - 1:00pm

Thursday, March 24

Grounds Operations

11:30am - 12:30pm

SPOTLIGHT ON PRINT AND MAIL SERVICES

Print and Mail Services is a one-stop solution for a variety of printing, mailing and related needs. We offer offset printing, digital color printing with true metallic gold and wide-format printing up to 42 inches wide for posters and banners. Variable data technology is available for personalized pieces for name cards and certificates. With our new Print Shop Pro software we have easy online ordering and we provide free delivery. Printing and Mailing Services are under one roof, so we can coordinate your printed piece with many different mailing options. Copy Cats is centrally located on campus for easy walk-up service. Copy Cats offers high quality digital color and black & white copies at a fast turnaround.

Jesse Cruz – Jesse is a Mail Services Clerk and has worked for Texas State University over 12 years. His duties include sorting and scanning incoming mail, bulk mail preparation, mail route training, mail metering, postage due tracking, UPS package preparation and JCK mail room attendant.

Justin Tello – Justin is a Mail Services Clerk and has worked for Texas State University over 5 years; half as a student worker and half as a full time staff. His duties include sorting and scanning incoming mail, mail route training, mail metering, UPS package preparation and JCK mail room attendant.

Joe Sanchez – Joe is a Mail Services Supervisor and has worked for Texas State University over 21 years. He oversees all operations in the Mail Center and fills in where assistance is needed.

Danny Hurtado – Danny is a Mail Services Clerk and has worked for Texas State University over 26 years. His duties include sorting and scanning incoming mail, mail metering, business reply tracking, UPS package preparation and JCK mail room attendant.

Jim Rummel – Jim is a Copy Cats Equipment Operator and has worked for Texas State University over 11 years. His duties include assisting customers that need printing, laminating or other services offered at Copy Cats.

Gloria Perez – Gloria is a Copy Cats Supervisor and has worked for Texas State University over 28 years. She oversees all operations at Copy Cats and helps out where assistance is needed.

Cortney Akers – Cortney is a Print Center Administrative Assistant II and has worked for Texas State University over 10 years. Her duties include operating and maintaining the Kodak 2500, inventory control, purchasing, pre-press and Print Center students supervision.

Jolane Wiegand – Jolane is a Print Center Pre-Press Technician II and has worked for Texas State University over 22 years. Her duties include preparing jobs for offset and digital printing, preparing plates, large-format printing, graphic design and customer service.

Gilbert Castro – Gilbert is a Print Center Printer and has worked for Texas State University over 18 years. His duties include offset printing, digital printing using a Xante printer, operating scoring and folder equipment and other document preparations using a paper cutter and other bindery equipment.

Domingo Alvarez – Domingo is a Print Center Printer and has worked for Texas State University over 16 years. His duties include offset printing, digital printing using a Xante printer, operating scoring and folder equipment and other document preparations using a paper cutter and other bindery equipment.

Bobby Espinoza – Bobby is a Print Center Printer II and has worked for Texas State University over 25 years. His duties include offset printing, digital printing using a Xante printer, operating scoring and folder equipment and other document preparations using a paper cutter and other bindery equipment. He is also very valuable in maintaining all the equipment.

James Dorsey – Jim is a Print and Mail Services Manager and has worked for Texas State University over 23 years. He oversees all operations of the Print Center, Copy Cats and Mail Center and operating and maintaining the Kodak 2500.

Print and Mail Services also employs many Texas State University students throughout the year. We depend greatly on our student workers and they provide an abundance of quality work to support our mission and provide great customer service.

Wage Students – Print and Mail Services employs 5 waged students. Carissa McCall works in Pre-press, order tracking and Kodak 2500 operation, Hailey Gilder assists in printing preparation and order tracking, Anastasia Wright is in accounts payable and order tracking and Pedro Ledesma and Kalyn Schulte work in mail preparation and delivery.

Work Study Students – Print and Mail Services employs 7 work study students who all participate in mail preparation and delivery. They are Erik Jimenez, Alexandra Trevino, Reagan Bounds, Gabriella Gamboa, John Arellano, Devonte Neal and Edwin Rodriguez.

Bobcat Chatter *What is the strangest thing you've ever eaten, and where?*

*Octopus Soup
Isla Mujeres, Mexico*

Mark Leamons
Human Resources

*Fried Crickets
Beijing, China*

Elizabeth Hewett
Student Business Services

*Cow Brains
San Marcos, Texas*

Martin Mercado
Facilities

WELLNESS WISDOM

Texas State Employee Wellness Program is now...



Phase II of the Texas State Employee Wellness Pilot Program continues but this time with a new name and even more opportunities. Our goal is to help make Texas State one of the healthiest places to work!

As a registered member of WellCats, you will have access to the following:

1

Exercise

- Open swim at the Aqua Sports Center,
- Racquetball at Jowers Center,
- Group exercise classes at various locations throughout campus,

2

Education

- Lunch and learn sessions covering a variety of wellness topics,
- Health behavior change coaching sessions,
- Hands-on cooking classes,

3

Personalized

- One-on-one nutrition consultation,
- One-on-one fitness testing, feedback, and basic exercise programming,

4

Benefits

- Subsidized membership at the Student Recreation Center (for the first 200 members),

REGISTRATION IS ONGOING.

YOU CAN JOIN ANYTIME!

www.worklife.txstate.edu

FSS DIVERSITY

Texas State University, the 33rd largest school in the country and the fourth largest school in Texas, has experienced an incredible increase in enrollment.

One of the things that has contributed to the success is the ability to maintain the small school/small town feel. While the enrollment has grown exponentially, the look and feel is that of a small college.

The University has worked tirelessly to nurture the feel of a small school. The University community is friendly, welcoming and supportive.

Professors work to create a more intriguing and intimate educational experience for students. Programs and activities promote student engagement not only with the University community but also the San Marcos community. While designated a Hispanic Serving Institute, diversity and inclusion are an important part of the Texas State experience for everyone on campus. It is this spirit of community

that makes the Texas State experience so special.

The impact of this success is far-reaching. Students are not only learning to be academically successful but also personally and socially successful, enhancing their overall learning experience. Certainly they learn to appreciate differences. In a more dynamic and colorful world, appreciating diversity is important.

The interaction between the university and neighboring communities strengthens their sense of service and civic responsibility.

The continual development of self-awareness is something that fosters important traits like responsibility and accountability. Where tolerance is the soul of decision-making.

We all contribute to this character building success. Every time we greet a student or provide a service, we are adding to understanding, awareness and aptitude. We give students something to embrace. Students with a sense of a greater purpose learn an appreciation of others and themselves.

STAFF SCOOP

FSS Employee News



Congratulations to Wesleigh Brooke and Travis Keith Burt, who got married October 10, 2015, in Seguin, Texas. Wesleigh is the daughter of Christy Neeley, Office of the Vice President for Finance and Support Services. May the eyes always smile and the heart always beat in sight of your loved one. Congratulations on your wedding.



On November 14, 2015, Melissa Stein, Parking Services' Head Cashier, and her husband, John, celebrated 25 years of marriage by renewing their wedding vows. The celebration continued after the ceremony with dinner and dancing. Congratulations Melissa and John!!



Callie Payne, Administrative Assistant III in the General Accounting Office, and her husband, Justin, happily announce the birth of their first child, Easton Scott Payne. Easton was born on November 18, 2015. He weighed 4 lbs. and was 18 inches long. Congratulations to the new parents!

FSS WELLNESS

As the winter season approaches, thoughts of cold weather, warm fires, holidays, family and delicious food are just some of the things that come to mind.

With the New Year just around the corner, we think of new beginnings and fresh starts, and traditionally this is the time of year we make resolutions of how we'll improve in the coming year.

In several survey results, it shouldn't be a surprise to learn that the number one resolution people make is about their health: "This is the year I'll...lose weight! ...Exercise! ...Get healthy! ... Eat better!..." A few people have the tenacity to stick with it, but if you're like most (estimates are over 90%), you start out with the best of intentions and somewhere around February or so, your plans fizzle when life and responsibilities get in the way. This can result in feelings of failure and frustration to the point of giving up entirely.

When we set lofty unattainable goals, we're setting ourselves up for failure when we can't possibly fulfill them. So, rather than an open-ended statement of "I'm going to lose a few pounds this year." Instead say something tangible like, "I'm going to drink

DON'T BE DISCOURAGED!

water instead of a soda with my lunch each day." (At approximately 150 calories each, that alone could equal about a one pound weight loss in a little over 3 weeks!) And the statement of "I need to join a gym!" can instead become a realistic goal of walking around your neighborhood after dinner each night. (Bonus here is the quality time with your spouse, kids, and beloved family dog who would also enjoy the jaunt.)

Small attainable goals are much easier to keep and you can feel a sense of accomplishment after you meet each expectation you've set for yourself. As your achievements build, so does your self-esteem and you can then progressively increase your goals to higher levels. Perhaps that lunch will start to include more fruits and vegetables, and that nightly walk evolves into a family fun run or even a 5K?

For emotional as well as physical health, resolutions shouldn't be made on one day at the beginning of the year, but instead be an ongoing, ever-changing - while at the same time realistic and attainable - set of goals to which we can aspire on a daily basis.

Here's to a Happy and Healthy New Year!



WHAT GOES HERE FLOWS HERE.

When it rains, anything that's on our streets, sidewalks, parking lots, or other paved surfaces will flow to the nearest storm drain and into our creeks and rivers. If you see suspicious discharges like paint, oil, or sewage flowing into our campus drainage ways, please call 245-IDDE(4333). Thank you for doing your part to help keep our waterways clean!

MEET OUR NEW TEAM

Eric Algoe

VP for Finance & Support Services
Vice President, Finance & Support Services

Shea Cockrell

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

Terrell Couteetlyer

Utility Operations
Distribution Electrician

Tommy Daugherty

Facilities Operations
Head Carpenter

Ronald Humphrey

Utility Operations
Engineering Project Manager

Leandra Narvaiz

Transportation Services
Parking Services Officer

Stacy Orona

Procurement and Strategic Sourcing
Procurement Analyst

Joseph Runyon

Facilities Operations
Facilities Maintenance Worker I

OFF THE CLOCK

Chad Thomas

Environmental Health & Safety Specialist, EHS&RM

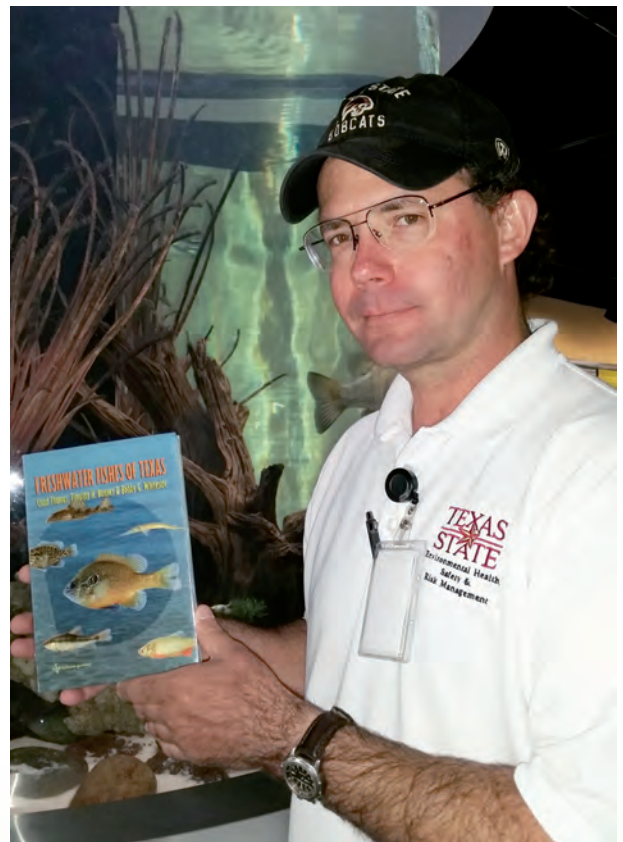
When it comes to fish, Chad is a walking encyclopedia regarding this subject. Chad authored *Freshwater Fishes of Texas*. In his three year endeavor to complete this project, this ichthyologist travelled all over the state of Texas to account for the indigenous and introduced species in the freshwaters of Texas.

This field guide is an indispensable reference and research tool for ichthyologists, professional fisheries biologists, amateur naturalists, and

anglers alike. His book features a wealth of information such as physical descriptions, colorful photographs, and range maps for over 150 species of freshwater fishes found in Texas.

If you love to fish, Chad Thomas is the person that no doubt has some interesting fish tales and might even autograph a copy of his book for you.

Awesome job Chad!



OFF THE 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

increase is greatly scrutinized and thoroughly vetted prior to being approved. However, the university needs to balance things like inflation on the goods and services we have to buy with our desire to have the smallest possible increases in cost. With that in mind, the Board of Regents approved a modest 2.75% increase for the fall of 2016 at their meeting earlier this month. Set against the backdrop of 2.1% annual inflation, and with construction costs, a significant part of our budget, increasing by 10% or more per year, this restrained increase demonstrates our commitment to keeping the cost of attendance affordable for our students.

Any discussion of the cost of college for the past 30 years should also address student debt. I am happy to report that more than 1 in 3 of our students graduate with no debt whatsoever. Obviously, that means that about 2 in 3 do graduate with debt. According to the Institute for College Access and Success, the average debt for Texas State graduates in the fall of 2014 was \$26,031. While that number is certainly larger than any of us might like, allow me to put it into some context.

Personally, I firmly believe that a college education is still the best investment a young person can make in a better life on all kinds of fronts. Looking only at the financial benefits, I have always thought about it in terms of the first new car that many college students will buy after graduation. A nice new car, though nothing extravagant, can be had these days for about \$26,000. In other words, our students finance about as much for college as they will for that first new car. I would wager that the college education is a better investment over the long run. By the way, this metric has long

held true; even way back in the mid-1990's when I graduated from college with about \$12,000 in debt. At the time, you could get a nice new car, though nothing extravagant, for about that price.

A more concrete and less anecdotal way of judging the investment value of a college education comes from examining how much college graduates earn in wages versus others. According to the National Center for Educational Statistics, "in 2013 median earnings for young adults with a bachelor's degree were \$48,500, compared with \$23,900 for those without a high school credential, \$30,000 for those with a high school credential, and \$37,500 for those with an associate's degree. In other words, young adults with a bachelor's degree earned more than twice as much as those without a high school credential (103 percent more), 62 percent more than young adult high school completers, and 29 percent more than associate's degree holders. Additionally, in 2013 median earnings for young adults with a master's or higher degree were \$59,600, some 23 percent more than median earnings for young adults with a bachelor's degree. This pattern of higher earnings associated with higher levels of educational attainment also held for both males and females and across racial/ ethnic groups (White, Black, Hispanic, and Asian)."¹ These differences, by the way, have continued to increase in recent years.

Another way to view that data is that a college degree pays for itself within 1 or 2 years, on average, in the form of higher wages after graduation. Even accounting for the wages you could have earned if you were able to go

straight to work after high school, you will still come out ahead within about 5 years after college on average. Furthermore, the fact is that you are much more likely to find a job with a degree than without one², and you will earn approximately 66% more with a college degree than with just a high school diploma over the course of your lifetime.³ That is a difference of more than \$1 million in lifetime earnings on average.

The value of a Texas State education can be measured in many ways, but, regardless of how you measure it, it is undoubtedly one of the best investments a young person can make, and it is our duty and privilege to be a part of continuing to make it better. Affordable tuition and fees is one way we can add to the value of a Texas State education, but so is delivering the best possible living and learning environment for our students in the most efficient manner possible. The pride and professionalism that all of you in FSS show towards those ends every day is a big part of the value we deliver.

1 Fast Facts: Income of young adults; The National Center for Educational Statistics; May 2015; Accessed November 2015; <https://nces.ed.gov/fastfacts/display.asp?id=77>

2 Employment Rates and Unemployment Rates by Educational Attainment; The National Center for Educational Statistics; May 2015; https://nces.ed.gov/programs/coe/indicator_cbc.asp

3 Lifetime Earnings by Education Level; The College Board; Accessed November 2015; <http://trends.collegeboard.org/education-pays/figures-tables/lifetime-earnings-education-level#Key Points>



Digitally printed and addressed at Copy Cats at Texas State

TEXAS  STATE
UNIVERSITY

The rising STAR of Texas

"It is always during a passing state of mind that we make lasting resolutions."

-Marcel Proust

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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