William Barclay once said, “I’m old and I’ve learned that there are very few things in life that really matter – but those few things matter intensely.” (Emphasis mine)

In January, I wrote about identifying and ‘focusing on that ONE THING that would be life-changing for you and positively impact those around you.’ Did you identify that ONE THING? Stay focused on it? Recall Nehemiah’s persistence, “I am doing a great work, and I cannot come down.” Rebuilding the wall around Jerusalem mattered intensely to Nehemiah. Sometimes we need, certainly I need, reminders; refocusing. Like exercising, it’s so easy to get unfocused and rattle around day to day without a magnificent purpose. Which leads me to the September 2013 Korner where it was asked two potential life-changing questions: Who are you, and what are you doing here? If you haven’t, you might want to go through the exercise and consider your responses.

So, why the repetition or at least similarly-focused topics in a number of the Korners? Simply, because of Barclay’s quote above, and which I believe with all my being – “few things matter intensely.” What intensely matters to you?

Sure, we live in a temporal world, therefore we are charged with caring about and honoring others and diligently working to make a difference in whatever station of life we find ourselves. This weekend, I caught myself tuning in half way through a movie, which for some very strange reason kept my interest to its closing credits. In the movie, That’s What I Am, one of the protagonists, a middle school teacher played by Ed Harris, was most beloved by the students – consistently voted their most favorite and effective teacher. These middle school students and his efforts to mold their lives mattered intensely to Mr. Simon and that intensity manifested itself in a number of ways to the students’ benefit. Peoples’ lives are not temporal. In The Hundred-Foot Journey (a must-see movie), a young boy from India and his family devote their lives to serving others in their restaurant business in France. Through tragedy and sacrifice, the young chef, Hassan, emerges at the pinnacle of his profession; the world lay at his feet. Not surprisingly, he challenges himself with a decision to continue his upward quest or pursue what intensely matters to him. A challenge, I’d argue, that we all would do well to consider.

Are we doing ‘a great work’ here at UTSA? Indeed; in all areas. Are many of our staff making daily sacrifices? Most assuredly – for those things that matter intensely to us, like proudly delivering and providing solutions to issues related to our PeopleSoft implementation, as one example. Nehemiah sacrificed his job in the king’s court, and more than that, he put his life on the line every day while tending to the rebuilding. Certainly most of us are not asked to put ourselves in harm’s way as we carry out our responsibilities, though the Police are, BUT we are asked to do what it takes to deliver on our promise to deliver the highest level of service, every person, every day, every job – and to make success happen. And that’s what we’re doing and I couldn’t be more proud of the intense dedication and commitment I see throughout Business Affairs.

As we serve others, as we routinely collaborate on creative solutions to ease operational challenges, let’s keep in mind that every faculty and staff member, every student, and visitor to our campus matter intensely. Let’s stay intensely focused on what matters.
Sergeant Allan V. Crocker Jr. was born in Anchorage, Alaska. His father was a career military man, US Army Retired, which allowed him to travel as he was growing up. Sergeant Crocker graduated from Nurnberg American High School, West Germany in 1981.

Enlisting in the US Army after high school, he served for 8 years, finishing up with the US Army Recruiting Command as a Sergeant. After completing his enlistment, Sergeant Crocker became a Licensed Private Investigator in Arizona, California and Nevada, where he specialized in Retail Security and Internal Investigations.

While working in the retail environment, a position opened in San Antonio with Texans (Megafood) supermarket chain. He accepted the position as Loss Prevention Director and continued in this position through the acquisition and sale of the Handy Andy grocery stores.

Sergeant Crocker enrolled at San Antonio Community College in the Police Officer Program and became a licensed Peace Officer in 1997. He accepted a job with the Castroville Police Department and worked as a patrol officer, detective and supervisor.

In 2007, he joined the UTSA Police Department. During his time at UTSA, he accepted the challenge of supervising the UTSA Football Security Detail and is currently the second shift supervisor. Sergeant Crocker is also a Field Training Officer, Intoxilyzer Operator, and a Texas Commission on Law Enforcement (TCOLE) Instructor.

Sergeant Crocker has earned an Officer of the Year award and a Heroism Award for assisting SAPD with an active shooter (robbery suspect) while on duty at the Downtown Campus.

In his free time, he enjoys SuperCross and MotoCross events, and spending time relaxing, and riding his motorcycles.

Thank you, Sergeant Crocker, for your service to our country, the university and Business Affairs.
We Do the Right Thing

I recently read an article by Bruce Weinstein, author of, "Ethical Intelligence: Five Principles for Untangling Your Toughest problems at Work and Beyond." He often poses the following question when making public speeches: If you woke up with the flu, would you go to work anyway? Or would you stay home and rest, stay home and work, or go to work and isolate yourself? The author poses a very interesting question to think about.

Integrity is one of the core values for UTSA. "Doing the right thing" toward our co-workers, customers, and the university demonstrates our respect for key moral principles that include honesty, fairness, equality, dignity, and diversity. We are all representatives of UTSA, and how we conduct business is as important as the critical missions of each of our departments.

Making the right decision is not always easy. For example, we wouldn’t steal from the university, our co-workers, or customers because we know that stealing is not honest, but perhaps we haven’t considered that honesty also includes not taking credit for someone else’s work. It also means making the sometimes difficult decision and admitting when we make a mistake even when no one else would know. Thomas Babington wrote, “The measure of a man’s character is what he would do if he knew he never would be found out.” Sometimes we may know something is wrong or unethical but we are afraid to speak up because our job or reputation may be at stake. It takes courage to speak up and do the right thing.

In Business Affairs, we have a responsibility to ensure that federal, state, UT System and UTSA laws, rules, regulations and policies are followed. There are times when we must tell our customers that they cannot do something, but perhaps we can also help them understand, and offer an alternative solution that accomplishes their goal without violating any legal or ethical standards. Sometimes there are gray areas that require consultation with others. It is also important to remember the other guiding principles that may impact our decision(s) or how we deliver that decision(s).

UTSA resources that address ethical behavior include the Standards of Conduct Guide, the Whistleblower and Ethics policies, and a rigorous compliance training program. We have a responsibility to report known or suspected violations of laws, rules, regulations, or policies.

Ethical behavior starts at the top; however, it is all of our responsibility to act ethically every single day. Following the guiding principle “WE DO the right thing” leads to a safe, ethical environment that will provide lasting benefits to UTSA and its students, employees, and community.

Lenora Chapman, Associate Vice President for Financial Affairs

CBMI 2014

UTSA staff members from Business Affairs and the ITC recently attended the 2014 College Business Management Institute (CBMI) at the University of Kentucky in Lexington. CBMI is designed to provide college and university administrators with an overview of current issues and procedures in higher education management, and offers an intensive course of study in business and financial management, as well as other subjects. Participants attend 28 hours of coursework each summer for three years to earn a certificate of completion.

Pictured are UTSA staff members [left to right] James Jinks, Aaron Parks, Judy Verdon, Lorenzo Sanchez, Hillary Klingman, and Kristee Phelps [Not pictured: Paula Villagran, Jonathan Jarrell].

Congratulations to this year’s graduates, Aaron Parks, Gabe Navarro, James Jinks, Judy Verdon.
Financial Affairs New Employees

This summer, Tammy Anthony and Debra Villanueva joined the Financial Affairs Team.

Tammy Anthony, Assistant Director for Budget Planning and Development, joined Financial Affairs on June 2, 2014. Tammy has over 26 years of university experience from New Mexico State University (NMSU) where she served as Director of Accounting and Financial Reporting, Budget Director, Director of Auxiliary Operations and most recent Assistant Vice President of Auxiliary Services.

She has a Master of Accounting degree from NMSU and has experience working with both enterprise system conversions and position control in a Banner system environment. During her tenure as Budget Director at NMSU, Tammy’s responsibilities included reporting Annual Operating Budgets, preparing legislative bill analyses and the Legislative Appropriations Request. She participated on a task force review of formula funding, and led the implementation of BANNER position control and salary planner activities. In her new role at UTSA, Tammy will supervise and oversee the Commitment Accounting team, Legislative Appropriations Request, Fiscal Notes, Merit Process, and related Budget Planning and Benefit Projections.

Tammy’s extensive background in the higher education field, budgetary services, and Banner experience make her a valuable addition to the Financial Affairs team.

Debra Villanueva joined our team on July 21, 2014 as the new Administrative Services Officer (ASO) II in Financial Affairs. She is responsible for the administration of fiscal and budgetary affairs, personnel matters, and other administrative activities essential to the success of Financial Affairs. Debra comes to us from within UTSA as the former ASO I in the Student Disability Services department.

Debra holds a Bachelors of Applied Arts and Science degree in Business and Information Systems. She has experience working with both PeopleSoft and Banner. Debra brings over 20 years of higher education experience along with 10 years of supervisory experience working at the University of Wisconsin-Madison (UW-Madison). Her most recent position at UW-Madison was Department Administrator in the School of Social Work.

Debra’s extensive higher education, administration services, and PeopleSoft experience make her a valuable addition to the Financial Affairs team.

Together they have 46 years of experience in higher education. Please join us in welcoming them to Business Affairs!

Facilities Shop Rates

The UTSA Facilities reimbursable shop rate schedule has been revised due to the proposed FY15 Institutional Budget. The new rates reimburse Facilities for the cost of providing departmental services. Departmental services are those for which Facilities does not receive a budget allocation and will be funded by the requesting department.

Shop rates are based on the actual average pay and benefits of Facilities employees performing the work. Work performed during non-regular hours is billed at one and a half times the regular shop rate. Rates include the cost of labor, fringe benefits and a $2-per hour incidental charge for supplies such as nails, bolts, and hand tools.

<table>
<thead>
<tr>
<th>Services</th>
<th>FY 2014 Hourly Rate</th>
<th>FY 2015 Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Housekeeping</td>
<td>$21.50</td>
<td>$22.25</td>
</tr>
<tr>
<td>Grounds</td>
<td>$23.50</td>
<td>$23.25</td>
</tr>
<tr>
<td>Events/Setups</td>
<td>$23.50</td>
<td>$24.00</td>
</tr>
<tr>
<td>Auto Shop</td>
<td>$32.50</td>
<td>$33.25</td>
</tr>
<tr>
<td>Maintenance/Operations</td>
<td>$32.50</td>
<td>$33.75</td>
</tr>
</tbody>
</table>

For more information on the new FY 2015 shop rates, contact Belinda Dovalina at 210-458-6317 or visit the UTSA Facilities website at http://facilities.utsa.edu.
This year, the race is December 7, 2014!

To sign up with the UTSA ‘Runners Team, please use the following code to get a $10 discount: CORPSAUTSA.

Please let us know you signed up by emailing wellness@utsa.edu, and you will receive a free training shirt for the race. On the email, please include your shirt size in either men’s/women’s shirts, and if you are interested in the training. Free training starts September 6, 2014.

Details on location and time will be announced soon. For more information, please email wellness@utsa.edu.

Business Affairs Promise

We are committed to helping you achieve your goals through excellence in service -- every person, every day, every job.