Happy New Year!

As we begin the 2018, we have many things to look forward to. Countless exciting and positive changes are on the horizon. One that’s important to me is getting my morning exercise routine back on track. Since we moved to a new house over the past couple of months, I now have a great spot for my treadmill. I plan on looking out the window at bird feeders and flowers in my new backyard, while improving my fitness level.

I also look forward to our taskforce getting into the second phase of Finance and Budget Modeling work with Huron Consulting team. I anticipate that this important program will increase transparency and engender innovative, effective practices related to our budget.

I recently announced an organizational change, with our Budget and Financial Planning Office reporting directly to me. This team will be very involved in building our budget model over the next several months. You can expect more restructuring aimed at helping Business Affairs be more nimble, supportive and collaborative in meeting the university’s mission.

Barbara Centeno will be promoted to Deputy Officer for Business Affairs and will assist me as a second in command. We are still working out all the details of this and other changes in our organization. We will send out a full explanation in a special edition newsletter as decisions are finalized.

This is the time of year to be thinking about and preparing nominations for the University Excellence Awards and the President’s Distinguished Diversity Awards (see page 2). I encourage everyone to consider sending in a nomination for a deserving staff member.

I value the contributions each of you make to UTSA and to the students, faculty and staff we serve. Keep doing the outstanding work you do: every person, every day, every job.
Representing Campus Services, Leonardo Amaro has been an active member of the Business Affairs Staff Relations Council (BASRC) for more than a year. In his day job, Leo serves as Customer Service Assistant III, assisting campus community members with information regarding parking permits, UTSA Cards, meal plans, parking citations and appeals, vending machine issues, The ‘Runner, Rowdy Dollars, etc. He has worked in various departments around UTSA, ranging from the Registrar’s Office to Human Resources and now Campus Services, where he has worked for 10 years.

Leo is enthusiastic about being on the BASRC because he gets to help solve major issues. “I think that really listening to people and trying to understand why they feel the way they do about life and work in general gives you the ability to really show someone you care,” he explained. “I feel that everyone is working together here at UTSA as part of one big family, and we should all look out for each other and keep each other’s best interests at heart. I want UTSA to be a place where people want to come to work happy, and I want people to really understand that the job we do here on campus is important to the UTSA community.”

Leo’s efforts have extended beyond UTSA. He also helped with major events such as the Toys for Tickets campaign, where customers were able to bring in a toy in exchange for 50% off one parking citation. He points out several recent issues addressed by the BASRC projects where he was able to contribute.

Tobin Avenue Garage: Campus Services improved directional signage throughout the garage and redesigned entrances and exits to make it easier for customers turning into or out of the garage.

Returning Parking Permits: Campus Services reevaluated policies to allow anyone to return a parking permit on behalf of another individual. This has helped many customers who may be unable to come to campus to return their permit on their own.

UTSA Vehicle Parking Space Study: Campus Services evaluated the various locations and numbers of UTSA vehicle parking spots. This has resulted in implementation of new policy regarding UTSA vehicle spaces and associated time limits. Campus Services implemented this idea around the Main Building and will expand to other areas over time.

Holidays during Spring Break: UTSA will now have March 15 as a skeleton crew day and March 16 as a holiday. While many players were involved in this decision, BASRC members appreciate having their voices heard.

The next BASRC meeting will be held January 24. Learn more about BASRC and see who your representatives are.

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**Diversity Rewarded!**

Nominate a colleague for the 2018 UTSA President's Distinguished Diversity Awards. These awards bestow the highest level of recognition to individuals or groups for work that helps the UTSA community think about and practice diversity and inclusion in creative and collaborative ways. Faculty, staff and students (individuals and groups) are eligible for nomination for this award. Two faculty/staff awards of up to $1,000 will be given.

Learn more.

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**Nominate the Best of UTSA—your BA Colleagues!**

The University Excellence Awards offer a wonderful opportunity to recognize our Business Affairs colleagues. Nominations for the following awards will be accepted through Feb. 16.

- **Rising Star Award** (staff nominations accepted; $1000 prize) recognizing a new employee.
- **Leadership Award** ($1000 prize) recognizing a supervisor who promotes UTSA mission and goals through actions and job performance.
- **Team Spirit Award** ($1000 prize) recognizing a group of employees who have demonstrated exceptional ability to foster collaboration, communication and cooperation among colleagues internal and/or external to their department.
- **Extra Mile Award** ($1000 prize) recognizing an individual who has performed at a level beyond normal job requirements.
- **Order of the Roadrunner Award** ($1000 prize), the highest honor a UTSA staff member can receive.
- **Richard S. Howe Excellence in Service to Undergraduate Students Award** ($2000 prize) recognizes exemplary commitment towards UTSA undergraduates.

Learn more.
Winter Health Challenge: Health for the Holidays

Health for the Holidays is a four-week challenge that draws on creating a whimsical holiday scene by accumulating snow. Build your scene by tracking your steps or exercise and practicing good nutrition habits for the New Year. Your goal is to pile up 12 inches of snow each week (48 inches total) by recording exercise, nutrition habits, and a simple but important well-being activity.

All UTSA employees, retirees, spouses, and dependents age 18 and above, who are covered by the UT SELECT Medical Plan, are eligible to participate.

Register and start logging your activities now through February 11 at www.utlivingwell.com. Participate on your own or join or form a team by January 22. You may be one of the lucky 50 participants to receive a paid registration for the Diploma Dash on February 24. All participants who complete the challenge will receive a prize.

Living Up To Those New Year’s Resolutions

UTSA’s Rowdy New U wellness program encourages all university personnel and their families to enhance their health and wellbeing through educational opportunities, wellness activities, and self-improvement. Rowdy New U is a free service for UTSA faculty and staff. The program highlights fitness, nutrition, awareness, motivation, lifestyle behaviors, and social interaction.

Quarterly wellness assessments keep your fitness goals on track. At each visit you will step on a bioelectric impedance scale that provides nine readings (such as fat percentage and muscle mass). You’ll have measurements of your chest, waist, and hips, and your blood pressure taken. You can track how your body changes over time.

Educational classes: Look for information about classes on nutrition, chronic disease, bone health, Airrosti and other health topics on email, the wellness.utsa.edu website, and social media.

UT System Living Well Challenges: Each semester, you can take on a new challenge, to meet individually or with a team of co-workers. Typically one to three months long, the challenges include a combination of tracking your steps, water consumption, sleep, nutrition, and other behaviors to help you live a healthier lifestyle. You must have UT SELECT insurance to compete against your peers and other institutions. Health for the Holidays begins this month.

Leave for Wellness Incentive, as described in HOP 4.20 Section S. Download info here.

Ergonomics is the science of fitting the job to the worker to achieve maximum efficiency of the human body while minimizing the risk of injury. EHSRM will come to your office and help your office fit you! Make an appointment by completing the Ergonomics Self-Evaluation.

For a calendar of events and information on how to register, please visit the Rowdy New U website at wellness.utsa.edu or email wellness@utsa.edu or call (210) 458-4047.

**Mark your calendar for the 10-minute, Heart Walk, Friday, February 9, at 10 a.m.

Wellness Rewarded

UTSA’s Rowdy New U Wellness Program received its fifth straight Healthy Workplace Recognition Award. This year the team received the highest level award, Platinum. They accepted the award on Friday, December 1 at the award ceremony.

The Healthy Workplace Recognition Program is an initiative of the San Antonio Business Group on Health and the Mayor’s Fitness Council. The program recognizes local employers for their worksite wellness efforts. Employers are awarded bronze, silver, gold or platinum-level recognition. Worksite wellness programs are assessed based on culture, health promotion and education, physical activity, nutrition, smoking and tobacco cessation, and value-based benefits and design.

Follow Rowdy New U on Twitter, Facebook, and Instagram.
Later this month, students will vote on a tuition and fee increase, including a potential increase to the transportation fee. Increased service allows The ‘Runner to accommodate more riders, reduces wait-times, improves on-campus traffic and parking congestion, and boosts sustainability.

Keep an eye on Campus Services’ social media for shareable information and graphics. Find us online on Facebook, Twitter, and Instagram.

We appreciate your support as we encourage students to vote!
Facilities Mei Lani Cabico May Helps Secure Million Dollar Water Quality Grant

Worldwide, water quality and conservation are among our greatest challenges. Here at home, the City of San Antonio has dedicated $10 million to protect and improve Edwards Aquifer water quality within Bexar County.

Mei Lani Cabico May, Senior Environmental Planner in UTSA’s Office of Facilities Planning and Development, created a grant proposal with Dr. Janis Bush, professor and chair of the Department of Environmental Science and Ecology and Dr. Brian Laub, Assistant Professor of Environmental Science and Ecology. They plan to upgrade and study the effectiveness of stormwater management facilities on the UTSA Main Campus. The aim is to remove pollutants in stormwater runoff.

Lani presented her grant proposal for Edwards Aquifer Protection Program funding to the City of San Antonio Conservation Advisory Committee (CAB) on November 29, 2017, where it received initial support. On December 14, a proposal for a $1,057,410 Edwards Aquifer Protection Grant was presented to City of San Antonio City Council, where it received full funding approval.

Kudos to E&G Zone and Art Curator staffs re. tapestry hung at JPL second floor

I want to thank Matt May and the E&G Zone staff who assisted with this request—Mike Cole, Juan Sandoval, John Bray—and Arturo Almeida and Elias Vieyra for all of their efforts rehanging the tapestry. We all met in advance to discuss the scope of work and timing.

Matt made sure to schedule the install after finals were over so the temporary closing of the grand staircase did not discommode any library patrons. The install was completed very quickly, and we have already received feedback from library patrons who are very happy to see the tapestry back in place. Thank you!

Candace Bass
Library Admin Services Officer III

Kudos to David Pecina, Fermin Reynaga, Erlinda Castillo, Jesus Martinez, Rosa Ochoa, Nancy Abila

JPL Housekeeping staff have been phenomenal this Winter Break—acting upon all of our requests upon receipt. With only nine working days between semesters, their rapid response has ensured study rooms and classrooms are clean and ready for the spring semester. Thank you!

Candace Bass
Library Admin Services Officer III

Kudos to Tony Prado

Tony, Awesome job of fixing my golf cart. The cart was in bad shape but after it was serviced. It now works like a dream!

Andrew Goodenough
Facilities Project Coordinator

Kudos to Freddie Robinson

I appreciate the E&G Zone, and Freddie Robinson, for working with me to schedule the painting for a Friday afternoon. We have some staff in this office suite who are highly sensitive to paint fumes. By scheduling the work on a Friday afternoon, we were able to relocate staff who needed to be out of the suite (JPL 4.04.14) during the painting.

Kudos to Fred Wiedner, Sam Barrera, Gregory Peyer, Juan Villarreal

Fred and his team offered fast and friendly service. He and his team are professional and prompt and delivered all requests within the time allotted. Our team is very satisfied with the newly purchased tables. Our event showcased high quality service and resources to community stakeholders and partners.

Like a true BA staffer, Lani flexed her collaboration muscles by developing the project idea and construction and monitoring plans, which she and her Facilities colleagues will manage. She took the idea to the Department of Environmental Sciences and Ecology, whose personnel will conduct the research components of the project.

UTSA students will benefit from new learning opportunities. Lani hopes that the project will serve as a model for designing other stormwater retrofit projects that will improve water quality in the Edwards Aquifer recharge zone and that it will provide a showcase facility to engage graduating Runners on the importance of water quality and conservation of natural resources.
**VOZ Selections from the UTSA Art Collection**

Art lovers, come explore this unique exhibit of Latino and Latina artists, curated by our BA colleague Arturo Infante Almeida, Art Specialist and Curator for the UTSA Art Collection.

The opening reception is Thursday, February 8, from 6 to 9 p.m. The free exhibit continues daily through June 10, 11 a.m. to 6 p.m., at the Centro de Artes Gallery, 102 S. Santa Rosa, San Antonio. The gallery is closed Mondays.

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**Kudos to Michael Rodriguez, Asst. Director Space Management**

Re. Graduate School and Research Building Space Assignment for VP Research

Thank you for your continued diligence as we worked through this change. Your work on this proposed change has made this move as simple as possible. We appreciate your expert assistance!

Michelle (Mickey) Stevenson, Ph.D., CCEP
Associate Vice President for Research Integrity

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**Roadrunner Memorial Garden To Debut**

The Roadrunner Memorial Garden ribbon-cutting is set for February 9, 2018. The construction was overseen by the Facilities Engineering & Project Management department.

The space is a tribute to Roadrunners who passed and whose spirit will live on forever within the hearts of fellow Roadrunners. The garden is located near the oval bus station south of Peace Circle, by the North Paseo Building.

SGA President Marcus Thomas shared his sentiments about the space: “The Memorial Garden serves as a place to honor and remember those who have sadly been taken away from us too early. It is designated as a safe space for Roadrunners to come together, reflect and mourn those losses,” said Marcus. Read full article.

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**Volunteer to pick up trash** at the annual Basura Bash, Saturday, February 17. We're hosting our own event on UTSA's campus, cleaning up Maverick Creek (or you may want to volunteer closer to home). Sign up with friends or family members today then bring your completed forms to the BK5 parking lot assembly area on Feb 17.

Dress appropriately to clean up litter and big items including tires, appliances…nearly anything you can think of.

Learn more. Sign up today!
STOP THE FLU!

The FLU is here! The UTSA Office of Emergency Management has received several reports of departments being impacted by flu activity, which aligns with the San Antonio Metro Health District analysis of a widespread outbreak in Bexar County.

You can help stop the spread of the flu virus, and help protect others around you, by engaging in the following activities:

- Wash your hands frequently in warm water (with soap) for about 20 seconds. Use hand sanitizer as frequently as possible.
- Cover your cough if you are sick.
- Stay home if you aren’t feeling well, and communicate with others around you.
- Wipe down commonly used surfaces, workspaces, keys, phones, computers, handles, light switches, and other areas with disinfecting wipes.
- If you haven’t already done so, get your FLU SHOT!

Please SHARE the UTSA Office of Emergency Management posts on flu prevention from their social media sites: Facebook, Twitter.

Together, we can promote and ensure a healthy Roadrunner community. For tips and information, visit www.texasflu.org.

Stopping the FLU is up to YOU!

STOP THE SPREAD OF COLD & FLU

REMEMBER THE C’S

1 CLEAN
Wash your hands often. Scrub your hands for at least 20 seconds with soap and water or use an alcohol-based hand sanitizer.

2 COVER
Cover your cough. Use a tissue to cover your mouth and nose when you cough or sneeze. Don’t have a tissue? Your sleeve will do.

3 CONTAIN
Contain germs by steering clear of others who are sick. If you do get sick, stay at home until you’re well again, so you don’t spread germs to others.

Welcome Rowdy Watch members: L to R back row: Paul Hurt, Kaif Johnson, Nathan Dennis; L to R front row: Breshawonna Stovall, Kiarra McClurg, Fabio Mondesir

UTSA Rowdy Watch

Security Kudos

Chief Lewis presented VPBA “We Create Positive Change” GPCC cards to the following members of the UTSA Public Safety Department. Despite inclement weather, software updates and other pressing issues, these Security Services employees worked together to complete phase 1 of a priority camera project.

Pictured left to right: Danny Torres, Security Systems Lead; Gilbert Pastrano, Security System Technician; David Vaughan, Info Tech Associate

Winter Storms & Extreme Cold

Winter storms in Central Texas can include dangerously low temperatures, strong winds, icing, sleet, snow, and freezing rain. A primary concern during inclement weather is power outages that affect heating systems and communications services. Impacts to infrastructure are always a concern. In San Antonio, these conditions can bring the city to a screeching halt! Be Ready! Learn how to prepare for and respond to a winter emergency.
Heroes & Helpers

On Saturday, December 16, Target and the UTSA Police Department held our first Heroes & Helpers event at the Super Target on Bandera. The officers and volunteers were from UTSA, University of Texas Health and Northside Independent School District. The UTSA PD event organizers—Cpl. Maranda Tupper and Program Coordinator Taniesa Williams—were thrilled to have 14 volunteers and 34 officers helping make this a day to remember.

UTSA worked with Target to select 50 in-need children from our local schools and presented them with $100 Target gift cards. The children paired up with an officer and enjoyed the morning shopping for gifts for themselves and their families.

A gift-wrapping party, where they indulged in treats and hung out with local law enforcement officials, followed their shopping.

Thanks to the time and generosity of these officers and volunteers, we were able to create a joyous memory for these children and their families this holiday season.

More event photos on p 12.

Public Safety Recognition Ceremony

On December 14, 2017, the UTSA Public Safety Department conducted its annual Awards and Promotional Ceremony. The department recognized personnel who were promoted and those who received awards for their outstanding performance. The 100+ attendees included: Kathy Funk-Baxter, Vice President of Business Affairs; Dan Pena, Retired UTSA Assistant Chief of Police; Members of the UT System Office of the Director of Police: Michael Heidingsfield, Director; Ruben Puente, Assistant Director; David Ferrero, Chief of Staff; and Ashley Griffin, Inspector.

Promotions:

Sworn
Jovany Vega from Sergeant to Lieutenant
Robert Rigney from Corporal to Sergeant
Jose Samaniego from Corporal to Sergeant
Ed Gonzales from Officer to Corporal

Administrative
Robin Sanders to Administrative Services Officer III
Amanda Swaney to Senior Administrative Associate
Taniesa Williams to Program Coordinator
Gene Garcia to Accreditation Coordinator
Jacqueline Silva to Business Continuity and Emergency Management Coordinator

Award Recipients:

Dan Pena Officer(s) of the Year – Sergeant Allan Crocker, Corporal Armando Gonzalez and Corporal Jacob Criswell
Supervisor of the Year – Sergeant Shawn Smith
Public Safety Employee of the Year – Shannon Marquess
New Employee of the Year – Officer Matthew Steinort
Public Safety Officer of the Year – Cheyenne Alvarado
Chief’s Commendation – Sergeant Shawn Smith, Officer Matthew Pacheco, and Officer Hunter Westbrook
Golden Whistle Awards – Daniel James, OIT; Jan McKinney, VPSA; Norma Villa, Housekeeping
Kudos for Inventory and Cassandra Porter

Dear Ms. Porter,

This email is to let you know of and to compliment the very professional, very knowledgeable, very courteous and friendly staff in your department! They answer any question that I may have. They work hard to help me when I have had trouble with the scanner. Since I use the scanner only once a year, I forget from year to year how the scanner works. I know that it is set and ready for me to use, but sometimes I accidentally hit some keys or buttons that I should not and, of course, I panic, but your fine staff are always there to help me. Your staff makes me want to work in your department…what a great group of people!

Angelika Rocha
Senior Research Award Coordinator

Cassandra,

Thank you for your teams’ dedication to customer service as recognized by Angelika. I know such an attitude of service-first comes from the tone set by management, so I wanted to thank you personally for ensuring your staff embrace our culture of Respect and Caring.

Thank you!
Gary K Lott, C.P.A.
Director, Financial Services & University Bursar

Mileage Reimbursement Rate Increases

The maximum state mileage reimbursement rate for state employee travel in a personal vehicle will increase from 53.5 cents to 54.5 cents per mile, effective Jan. 1 to Dec. 31, 2018. This rate is consistent with the Internal Revenue Service’s standard mileage rate.

Fiscal Services International Holiday Feast

Fiscal Services staff held a holiday feast in line with their door decoration theme. It featured delectable cuisines and favorites from Germany, Mexico, Italy, India, Czech and, of course, good old American Southern food.

Kudos for DTS’s Kelly Rock

I just want to give a big thank you for helping me last week. With no questions asked, you stopped what you were doing, and assisted in issuing several payments (vouchers). Actually, there were six different invoices needing immediate attention and you addressed all of them with payment made in a matter of hours. I was placed in an awkward situation and with your assistance, the right thing was done for UTSA. I really enjoy working with you, and I do not take for granted that I can call on you to get through some challenging work situations.

Kathryn Pearson, P.E.
Director Institutional Projects
Engineering and Project Management

Financial Affairs Rewards GPCCs to...

Elena Villanueva
Due to massive turnover in GCFS, Elena created her own analysis of every state agency pass through to get through year-end and directed GCFS on what specific help was needed.

Rosa Varela
During the SEFA audit process, Rosa has patiently worked with SFA to obtain extra information needed for the auditors. She has also done hours of extra work and analysis to fix some issues in project ID aid distribution.

More GPCCs on p 13
Welcome to Business Affairs!

Campus Services

Chad Gamez
Parking Services Assistant II

Police Department

Rosemary Bill
Guard

David Aranda Vaughan
Info Tech Associate

Facilities

Ignacio Ibarra-Gomez
Electrician I

Training Goes Green

Human Resources Training and Development’s Spring Newsletter and Class Schedule is available now. Please enjoy the easy-to-read flip-book format or link to the printable PDF version. You can also go directly to classroom training and navigate to your class choices.

However you choose to navigate, make your scheduling choices for spring classes before they fill up!

HR looks forward to serving your training needs this spring!

Please call (210) 458-4658 or email training@utsa.edu with any questions or concerns. You can send a ticket with technical issues to http://training.utsa.edu/support.html.

New Security Measures Will Help Control Access to Main Campus’s Service Drives

Driving and Parking on Service Drives under Buildings Will Be Restricted to Maintenance, Emergency, and Essential Business Purposes Starting March 5

Public Safety’s Security Services team is working with Facilities to enhance access control for the service drive gates at the MH, BB, and AET buildings on Main Campus. Facilities and Security Services installed new gates, cameras, and Radio-frequency identification (RFID) readers at these entrances. The entrance to the service drive at the Arts Building (ART) will be closed until the SEB Building is near completion, likely in 2020.

UTSA Police Department will approve vehicles that enter the service drive and enforce violations. They will enforce the standard 30-minute parking restrictions. This effort is aimed at improving the overall safety of the campus community as well as ensuring that emergency vehicles can pass through the drive.

The buildings primarily impacted by this change include: MH, MS, BB, JPL, FLN, ART, EB, BSB, BSE, and AET. The loading docks under the Arts Building will be accessible by entering through the secured gate at the MH, AET, or BB buildings.

UTSA PD will determine which campus vehicles will be authorized to use the service drive for official UTSA business. Certain maintenance and delivery vehicles will also be permitted. A call button is available at the gates, where drivers can request permission from the police to enter. The police dispatcher will view all arrivals via a monitor in the police station, ask the drivers several questions, verify the drivers’ need to enter the service drive, and log their presence. The questions may include driver name, company name, driver’s license number, vehicle make/model/color, license plate number, location of delivery/access and the reason for entry.

Facilities will post signs in the upcoming month to inform drivers that authorized vehicles only will be permitted passage to the service drive. Testing of the gates and full security system will be conducted by mid-February and are expected to be operating beginning March 5. The remote control devices used in the past will no longer activate the gate arms.

When appropriate, deliveries should be made through the Purchasing Department’s Central Receiving Warehouse. Please communicate these changes to all employees and to vendors who deliver to campus and may be impacted by this security measure. Learn and share.
Nursing Mothers Can Use New Private Rooms

Two new lactation rooms are now available to students, faculty or staff on UTSA campuses, beginning January 8. Designed for privacy, the rooms have no windows, a chair, table, lighting, trashcan, and power outlet. They will be available on a first-come, first-served basis for up to two hours per visit. The rooms are locked while in use and not in use. After using the lactation room, the user must return the key to the Library Circulation Desk.

The Office of Facilities Planning and Development/Space Management coordinated the effort with the UTSA Libraries, Student Affairs, Public Safety’s Security Services, the Office of the Vice President for Business Affairs, and Student Health Services.

Frio Street Building, Room 2.436
- Available during Library hours of operation
- To access the room, visit the Library Circulation Desk on the Buena Vista Building’s second level to check on room availability. User’s UTSA ID is required to check out the room key.
- Walk across the sky bridge to the room in the Frio Street Building.

John Peace Library, JPL 3.03.38
- Available during the Library hours of operation
- To access the room, stop at the JPL Front Desk on the second floor to check on availability. User’s UTSA ID is required to check out the room key.

Student Health Services provides information for Breastfeeding-Friendly Sites for Mother and Baby at http://www.utsa.edu/health/resources/lactation-rooms.html

Creating additional private spaces for breast-feeding mothers was a priority of the Business Affairs Staff Relations Council. See Spotlight article on Andrea Chavez in December’s Business Horizons.

LUTSA Update
Rosanne Gorny: “My thoughts on Leadership UTSA, thus far”

When I was first asked about participating, I was very excited. We were asked to read Watership Down over the summer in preparation for the program, and since this was a favorite story as a child, I was anxious to read it again from a leadership perspective. But, as the start of the program drew close, I began to have misgivings about my decision to participate and wondered if this program really would add value because it was going to take me away from the office for an entire day each month.

After I attended my third session of Leadership UTSA, I’m already looking forward to the fourth! So far, LUTSA has been like working on an amazing project with wonderful individuals who I would not have had an opportunity to work directly with, or otherwise meet. Each session the facilitators rotate our place settings so we have an opportunity to meet, network, learn, and grow with different members of our Cohort (#9). Some of the activities are more serious than others (like those that involve real case studies/challenges encountered by UTSA faculty/staff/students) and some are more light hearted (like a scavenger hunt), but all of the activities have demonstrated that everyone brings something to the table, communication is key, and that leaders don’t have followers, they groom new leaders.

Our program facilitators are very gracious and are all cohorts from previous Leadership UTSA programs. They help set the pace of the program, provide direction, and remind us that we are in a safe, learning environment. To date, we have had amazing speakers from Student Affairs, Veterans’ Affairs, Human Resources, Academic Affairs, and Business Affairs, and our speakers are busy professionals! Their commitment to Leadership UTSA and the commitment of the prior years’ cohorts have helped me realize the true value that this program offers to me as a participant and to UTSA as we share knowledge, ideas, experiences, and grow together.
Above: Heroes & Helpers event  
December 16

Below: Awards and Promotional Ceremony  
December 14
More Financial Affairs Guiding Principles Collector Cards Recipients

Paty Sauer
Created user guides for creating and editing direct deposit information through PS Employee Self Service.

Ann Roberts
Ann frequently thinks outside the box in completion of her daily duties. She recently jumped into action when ad-hoc calculations were needed for proposed differential tuition. This quarter, she also discovered a large over-award and reported to management before Financial Aid reported the issue, allowing us to move quickly to reverse. Ann analyzes problems and comes up with reports to expose anomalies so they can be resolved, as evidenced by her early morning daily reporting for analysis.

James Sumner, Olinda Ongay, Mayra Espinosa, (right)
Nominated by Research Service Center for "very professional, very knowledgeable, very courteous and friendly" service in support of their department. Their actions show their respect for the responsibilities of other departments and their willingness to assist.

Cassandra Porter
Nominated by the director of communications for Business Affairs for dedicated and excellent service as the Celebrating Excellence Committee Chair. Her recommendations and guidance have been essential to improving the BA recognition program.

Paula Villagran
Paula spent the better part of the past two months working with the AVP on the Tuition and Fee Proposal, which is a biennial process. She is flexible and driven to produce an excellent proposal. She has worked tirelessly over these two months, working late and offering to work on the weekends. She never complains! She double checks her work and works with others (Financial Services and Budget) to get needed information to create detailed spreadsheets to back up her calculations. She worked with others to create the Mandatory Fee form. She works with the fee areas to review their presentations to calculate the revenue estimates.

FA Door Decoration Contest winners (clockwise from top left)
Overall Best Door: Please Read to Me, Accounting Services; Best Guiding Principles Door: Countdown to Excellence, AVPFA; Honorable Mentions: Discovering Cultures Around the World, DTS and Blue Christmas, Controller's Office
Below: At PDS holiday party; Below right: Elena, Linda, and Maria show off their holiday spirit at FA lunch.