

ABA PROFILES GRADS



For CSU and Sac State employees, the ability to pursue a college degree without significant financial burden is a coveted benefit. The CSU Employee Fee Waiver Program, administered at Sac State by the Professional Development & Training (PD&T) Office in Human Resources, extends to qualified employees this invaluable educational opportunity. Over the years, ABA has benefited from the program, with employees gaining work-related experience and comprehensive degrees that increase professional workplace capacity and competence. ... [read more](#).



ABA STAFF HONORED BY PEERS

In the spring, a team of ABA staff professionals reviewed close to 40 Staff Peer Award nominations submitted by their division colleagues,

recommending finalists in six categories aligned with ABA values. The team, representing each of ABA's seven families, was made up of prior year award recipients and others.

Awards were presented and nominees recognized at the ABA Staff Professionals meetings in May. Awardees were: Customer Service: Nicole Rogers (shown above), Student Financial Services Center, Excellence: Douglas Nguyen, Public Safety/Police, ...[read more](#).

EMPLOYEES RECOGNIZED FOR YEARS OF SERVICE



David Shannon



Kem Gravenberg

Employees Dave Shannon and Kem Gravenberg receive awards for 40 and 30 years of service. Also, Nadine Nakata, not pictured, received an award for 35 years of service. Janet Morris and Lynda Reposa, received 30 year service awards. ...[read more](#).



BEHIND THE SCENES

How does Sacramento State ensure a safe and secure campus environment for its community of over 30,000 students, faculty and staff? It's no small job for a police force of 20 plus police officers pulling shifts 24/7 to cover a 300-acre campus and the University's remote properties. ...[read more](#).



MESSAGE FROM THE VICE PRESIDENT

On October 1, I assumed the position of Sacramento State's Vice President and Chief Financial Officer (Interim). I am honored to serve in this leadership role for ABA, an organization that is highly respected across the campus and CSU system. Over the years, ...[read more](#).



ROVING REPORTER

What does this hand-built ceramic vessel have to do with ABA?

What did ABA's Roving Reporter ask random staffers for this edition of ABA FOCUS?

What does this hand-built ceramic vessel have to do with ABA?

Find out what the Roving Reporter wants to know, who was interviewed and what they have to share. ...[read more](#).



ABA SUPPORTS UFL FALL SEASON

Hornet Stadium is host to the Sacramento UFL Mountain Lions football team fall 2010 season home games. With a \$1.1 million artificial turf project completed in July, the University's stadium is a suitable venue for professional ball teams. Public Safety and UTAPS, who provide support for campus special events... [read more](#).



GREN NEWS: SAC STATE NAMED 2010 SUSTAINABLE BUSINESS OF THE YEAR

Vice President Ming-Tung "Mike" Lee and Director Linda Hafar accepted a 2010 Sacramento Sustainable Business Award from the Business Environmental Resource Center (BERC) on behalf of Sac State on October 8. The annual award, presented by Congresswoman Doris Matsui, honors top performers whose sustainability efforts demonstrate environmental excellence and community leadership. Submitted by SMUD, the nomination cites the University's commitment to the conservation of natural resources ... [read more](#).

DATES TO REMEMBER

Holiday Food Drive

Various Campus Locations

Nov. 10 - Dec. 21, 2010

Please visit the [UTAPS Website](#) for more information.

ABA Leadership Awards

(Management Peer, Valued Staff, Team)

ABA Management Council Meeting

December 13, 2010

Foothill Suite, UU

ABA Staff Peer Awards

All Professional's Staff Meeting

March 28 & 29, 2011

Redwood Room, UU

Nominations Due:

February 25, 2011

ABA Service Awards

ABA Spring Social

Tentative: May 24, 2011

Location TBA

ABA Appreciation Luncheon

December 6, 2010

11:30 am- 12:30 pm

&

12:30 -1:30 pm

Alumni Center

Business Partners Round Table

February 24, 2011

9 - 11 am

Redwood Room, UU

&

May 5, 2011

9 - 11 am

Redwood Room, UU

VP Coffee

April 25, 2011

3 - 5 pm

Douglas Hall, Room 105

ABA FOCUS

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VICE PRESIDENT AND CFO (INTERIM)

Ming-Tung "Mike" Lee



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Sam Parsons, Sarah Whyte

ABA AWARDS

ABA STAFF AWARD PEERS



Excellence Award Nominees: Ryan Artis, Leah Davis, Doug Nguyen, Sandra Granger, Marcelino Coelho
Not pictured: Karen Robinson, Carolina Martinez-Mazzi

Click here to view more photos and a full list of nominees - www.csus.edu/ABA/rec2010.htm.

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- **Customer Service:** Nicole Rogers, Student Financial Services Center
- **Excellence:** Douglas Nguyen, Public Safety/Police
- **Positive Attitude:** Remedios Templo, Custodial Services
- **Problem Solver:** Jeff Maurer, Photocopy Services
- **Professionalism:** Keith Olocki, Facilities Services
- **Teamwork:** Randy Davis, Mail Services

DON'T FORGET TO SAY "THANK YOU"

ABA's Recognition Program has multiple features, one of which is an online [Thank-You Blog](#) accessible to all ABA staff. The Blog enables quick, timely and public thank you notes to anyone in the division. ABA staff members are encouraged to use it to say a public "thank you" to helpful colleagues.

EMPLOYEES RECOGNIZED FOR YEARS OF SERVICE

ABA recognizes employees with 10 or more years of service to the University at an annual division event. This year, awards were presented at the May 2010 ABA Staff Professionals meeting. Recipients shown above and on the front page of the newsletter represent 10, 15, 20, 25, 30, 35 and 40 years of service to the campus.



*10 Year Award Recipients - Back Row: Lawrence Welton, Cynthia Hester, Stephen Scalley, Norman Kwong
Front Row: Krista Valedor, Kendal Chaney-Buttleman
(Not pictured: Doug Edens, Patricia Vercruyssen)*



*15 Year Award Recipients -
Ely Yasay (Not pictured: Vic Vinson)*

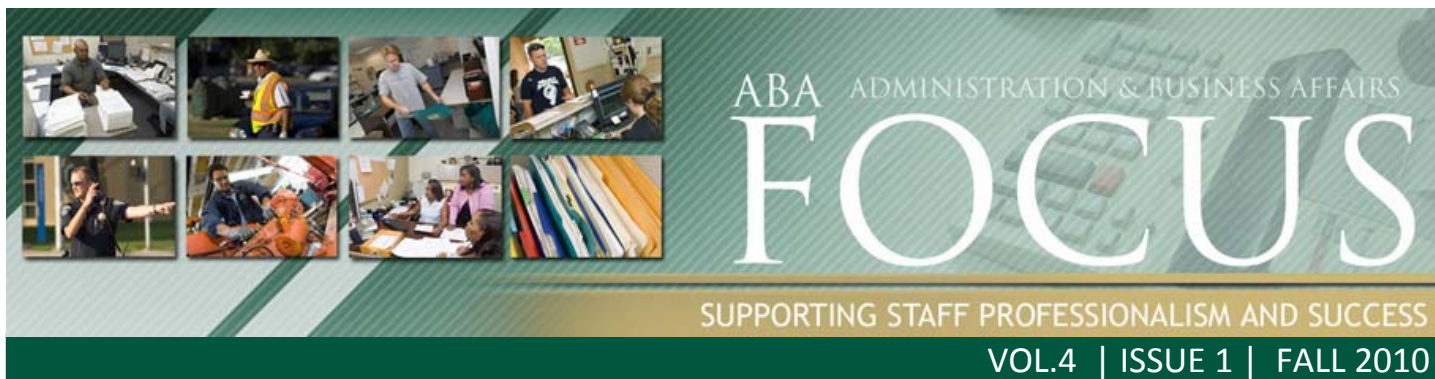


20 Year Award Recipients - Robing Lovering, Caryl Vickers-Harper, Camellia Sahm, Justine Heartt, Kenneth Drake (Not pictured: Brian Burger, David Davis, Mark Winkelblack)



*25 Year Award Recipients - David Proschold, Steven Fox
(Not pictured: Suzanne Swartz, Bobbie Coleman, Don Hendricks, Edgar Sagun)*

To learn more about the ABA recognition programs, visit the [ABA Recognition Program page](#).



ABA GREEN NEWS

SAC STATE NAMED 2010 SUSTAINABLE BUSINESS OF THE YEAR

Vice President Ming-Tung “Mike” Lee and Director Linda Hafar accepted a 2010 Sacramento Sustainable Business Award from the Business Environmental Resource Center (BERC) on behalf of Sac State on October 8. The annual award, presented by Congresswoman Doris Matsui, honors top performers whose sustainability efforts demonstrate environmental excellence and community leadership.



Utility and Facilities Services Director Linda Hafar and Vice President Ming-Tung “Mike” Lee accept BERC award

Submitted by SMUD, the nomination cites the University’s commitment to the conservation of natural resources through energy efficient practices. Specific examples include the proactive pursuit of technologies that mitigate environmental impact, such as Sac State’s partnership with SMUD on the federal Smart Grid proposal, and design upgrades in the new American River Courtyard (ARC) student housing complex. Upgrades in ARC are significant in that they exceed state-mandated requirements by more than 34 percent. Among the innovations are super efficient chillers, upgraded insulation, high-efficiency lighting, a solar water heater and a cool roof. These improvements will reduce energy consumption by more than 555,000 kilowatt-hours, saving the campus an estimated savings of \$44,273.

AWARDS RECOGNIZE BROAD EFFORTS



Paul Serafimidas and Linda Hafar

ABA’s focus on sustainability has earned widespread recognition and numerous awards for Sacramento State. The University has been recognized as a valuable community partner for its efforts to mitigate air pollution, and for its proactive approach to sustainable practices in transportation, new construction, building renewal, and environmental health and safety. Sac State leverages partnerships with other state institutes of higher education and with the Sacramento Municipal Utility District (SMUD) to increase its ability to implement sustainable improvements in how it does business.

Noteworthy awards granted to Sac State for sustainability over the past few years include:

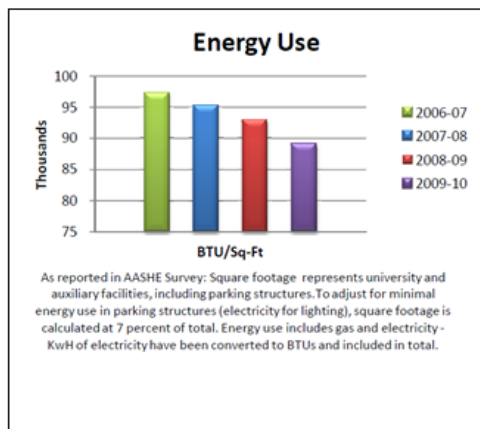
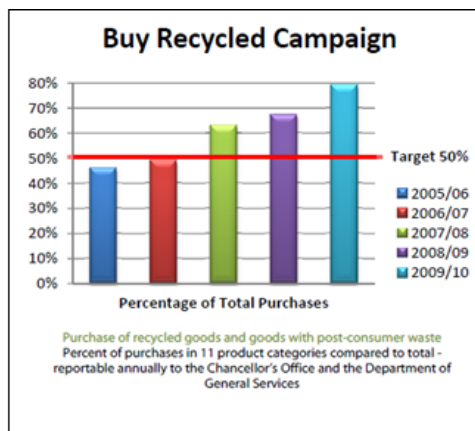
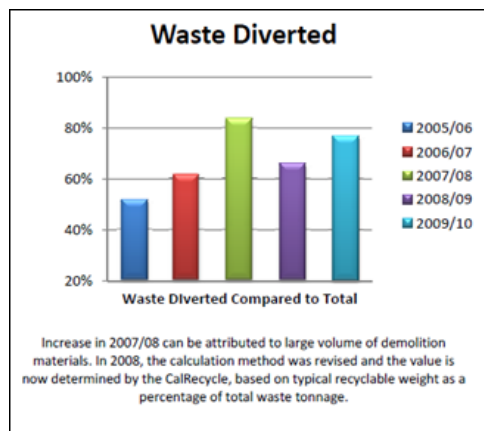
- 2010 *Breathe California* Clean Air Award
- 2010 *SMUD Savings by Design* Program Award (\$74,331)
- 2010 *California Higher Education Energy Efficiency Partnership Program* Best Practice Award for Overall Sustainable Design
- 2010 American Recovery and Reinvestment Act through the Department of Energy Smart Grid Award (\$8.6 million)
- 2010 *3Degrees* Renewable Energy Award
- 2010 *Sacramento Environmental Commission (SEC)* Environmental Recognition Award
- 2010 *California Higher Education Energy Efficiency Partnership Program* Best Practice Award for Energy Efficiency
- 2009 *Sacramento Business Journal* New Public Project Award
- 2008 *BERC Sacramento* Sustainable Business Program, Certificate of Achievement
- 2007 *California Higher Education Energy Efficiency Partnership Program* Best Practice Awards in HVAC

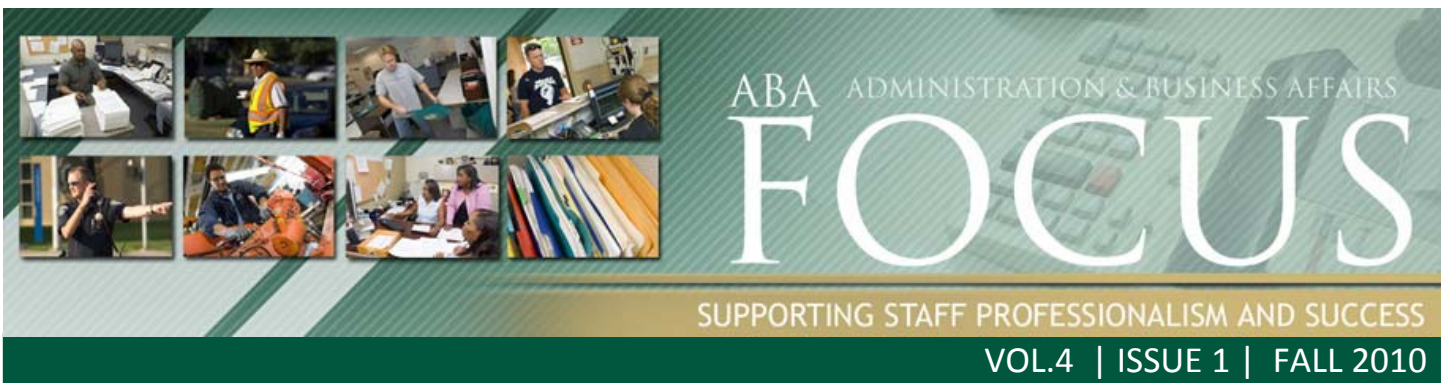


Associate Vice President Abby Stone and University Transportation & Parking Services staff accept *Breathe California* Award at luncheon hosted by Sac State

DATA SHOWS IMPROVEMENT

ABA's commitment to sustainability has earned recognition for Sac State. But, more importantly, sustainable practices forge a path of continual improvement in areas such as energy use, recycling and purchasing, as demonstrated by the following.





ABA NEWS

INTRODUCING NEW START

ABA welcomes new START members Noel Carolipio, Business & Administrative Services (BAS), Katerina Donato, Public Safety, and Harold Scott, Facilities Services. START, short for Strategy Team: Achieving Results Together, is comprised of a core group of managers and representatives from each of ABA's families. START reps communicate with colleagues and gather feedback to inform ABA's planning and improvement activities, especially those related to staff recognition. START now includes the following members: Sarah Whyte (chair), Julie Carroll, Noel Carolipio, Gina Curry, Katerina Donato, Annette Karle, Gina Lombardo, Harold Scott, Bernie Tano. Thanks go to outgoing START members – Brian Geimer, BAS, and Thelma Matthews, Public Safety, for their valuable contributions over the past two years.



Noel Carolipio
Appeals Coordinator
University Transportation &
Parking (UTAPS)



Harold Scott
Lead Custodian
Facilities Services



Katerina Donato-Weinstein
Dispatch Supervisor/Records
Public Safety



Rachelle Arnold

ABA REMEMBERS RECHELLE ARNOLD

Regretfully, ABA staff professional and START representative Rachelle Arnold passed away in June, before completing her START term. Rachelle was an engaged and enthusiastic participant, sharing insights and ideas to help improve ABA staff programs. A drafting technician in the Facilities Services Capital Planning and Design Office since 1996, Rachelle was part of a dynamic team responsible for many capital improvements at Sac State. In Facilities Services, she was well known for her love of the Oakland Raiders, the Oregon Ducks and NASCAR driver Jeff Gordon. With Rachelle's passing, ABA and START have lost a valued colleague and a cherished friend.

SYSTEMWIDE COLLABORATION WILL SAVE

Sac State's Injury and Illness Prevention Program (IIPP) served as the model for development of a system-wide IIPP training tool launched in spring 2010. The new web-based product, developed by the CSU Environmental Health & Safety (EH&S) Directors' Task Force in close collaboration with the Chancellor's Office Training & Development Department, will save the CSU tens of thousands of dollars in training costs over the next few years.

IIPP training is mandated for all University employees and, previously, individual campuses struggled to provide training on their own. The Task Force, chaired by Associate Vice President for Risk Management Services Mike Christensen, focused its efforts on designing and implementing a training module that communicates safety responsibilities with uniformity system-wide. Other Task Force goals for the new module included the ability to integrate with existing learning management systems (LMS) or be launched from a web page independent of an LMS, and the flexibility to be customized by individual campuses. The project was completed in less than a year, at a substantially lower cost than purchasing from a vendor. The new training module is intuitive and integrates several of the latest techniques and technologies in web-based training (WBT) design to enhance learner knowledge acquisition and retention.

Because the content was developed in-house, no vendor licensing fees will be required now or in the future, resulting in tremendous savings for Sac State and the CSU over the long-term. This accomplishment serves as an excellent example of how CSU employees are working together to reduce costs while improving services.



Public Safety officers gear up for patrol at Sacramento Mountain Lions UFL football game in Hornet Stadium

ABA SUPPORTS UFL FALL SEASON

Hornet Stadium is host to the Sacramento UFL Mountain Lions football team fall 2010 season home games. With a \$1.1 million artificial turf project completed in July, the University's stadium provides a suitable venue for professional ball teams. Public Safety and UTAPS, who provide support for campus special events, coordinate traffic, parking and safety for 20,000 fans each game. Other ABA offices handle pre-game and back-office details, such as facilities scheduling, risk assessment, contractual services and invoicing.

ONECARD REACHES OUT

Sac State's OneCard Center is all about service. That's why the ABA-managed Center is reaching out to students through a new Facebook page. The Center also has a presence at orientations and Move-in-Day, and hosts a variety of fun activities to generate interest. This summer's Facebook photo contest attracted 30 entries, whose winners (shown below) received \$25 deposits (Hornet Bucks) to their OneCard accounts. OneCard's efforts inform students about the benefits of being a card-holder, such as discounts at local retailers – restaurants, entertainment venues, jewelry and apparel stores, and health and beauty spas.



No. 1 – Deanna Owen



*Wacky Wig Wednesday at OneCard:
Divena Kerr, Student Assistant,
Candace Ensley, Customer Service
Supervisor*

Students can use the card for free entry to campus athletic events and access to campus printers. Hornet Bucks are accepted at campus food and retail establishments and, when linked to a Wells Fargo Bank checking account, the OneCard serves as an ATM wherever pin-based purchases are accepted. Benefits extend to faculty and staff card holders as well. Watch for changes in January, when the OneCard Center moves into the Student Financial Services Center SFSC in Lassen Hall, making it easier for students to conduct campus business in one location.



No. 2 - Christine Vang



No. 3 - Jessica Craven

ABA JOINS STUDENT VIDEO FUN

Over the summer, the First-Year Experience (FYE) Peer Mentor Club at Sacramento State produced a video aimed at easing the transition from high-school to college “one first-year student at a time.” The idea for the video, done in the style of popular shows Glee and High School Musical, came from a similar Yale admissions video. The Club called on ABA experts Kirt Stout and Heidi Langman to iron out issues related to safety, risk management and facilities access for the filming. ABA staff members, Julie Carroll, Suzanne Flores and Elena Larson from SFSC played extras in the video, and FYE faculty member and University Bursar Gina Curry was featured. CFO and Vice President Mike Lee serves on the FYE Committee. According to Vice President Lori Varlotta, the video was a hit at summer orientation. The eight-minute video can be accessed by clicking on this link - <http://www.youtube.com/watch?v=EEUe4UfnyjE>.



SFSC CELEBRATES HOMECOMING

SFSC captured Homecoming spirit by voting in their own king and queen - the lovely Erin Weyand and the exceptionally handsome Sean Johnson. SFSC staff members are enthusiastic in their support of Hornet Athletics and Division 1 activities, donning green on football Fridays in support of the Green Army, a student booster group.

PROCESS IMPROVES RATES

Enrollment cancellations in fall 2010 decreased by over 1,500 from fall 2009. In addition, the number of students who were past due in paying registration fees dropped from 3,153 in fall 2009 to 569 in fall 2010. According to University Bursar Gina Curry, the major reason for the decline in rates is improvements in processing, which now includes rolling due dates and weekly enrollment cancellation. The effective communication of “hard” deadlines and collaboration between the offices of Financial Aid, the Registrar and the Student Financial Services Center (SFSC) contributed to these successful outcomes.

CHILI-N' WITH IRT



IRT AVP Doug Jackson and Chile Cookoff winner Nadia Mayard



Chile Cookoff judges Eddie Bernard, Carol Houston, Sarah Whyte, Melissa Repa



Winner Lynn Poythress

PARKING OPTIONS EXPANDED

University Transportation & Parking (UTAPS) began offering a lower cost option for visitor parking in August. Previously, visitors to the campus were limited to the purchase of a \$6 full-day parking permit, a deterrent to short-term visits. Now, they can purchase two-hour parking for just \$3 per permit. This is one of many ways in which ABA is improving customer service for visitors. Last year's parking project which retrofitted meters to accept credit cards is another example.

NEWS BITS

- Administrative Operations launched the University Records Management website in July.
- Facilities Services celebrated the September opening of the Recreation and Wellness Center, an ambitious Capital Construction project managed by the Planning, Design and Construction Office.
- Procurement processed 1,300 purchase orders from July 1 to September 30.
- Facilities Services completed the renovation and remodel of Del Norte Hall offices and state-of-the-art smart classrooms, along with HVAC renewals in Shasta and Douglas halls, and parking lot upgrades in lots 4 and 7.
- Financial Services submitted the University's 2009/2010 *legal* year-end financial statements to the Chancellor's Office ahead of deadline this summer.
- Director Gina Lombardo was a sponsor/donor coordinator for the campus 5K Fun Run in June, raising funds for the event and securing prizes for a raffle. Over 600 students, faculty, staff, alumni and community members participated.
- Public Safety opened two new Police Service Centers in September, one in Desmond Hall and one in the University Union.
- Receiving will begin using the newly implemented Asset Management Bar Coding System in Shasta Hall this fall.
- Reprographics assisted students in the preparation of print files and printed each of the final class projects for 55 Design Program students.
- From July through September, Risk Management Services provided OSHA/EPA training to 184 University employees.



Norman Kwong and Angel Thayer enjoy Sac State Marching Band spirit at the 2010 Causeway Classic Luncheon

BEHIND THE SCENES

COMMUNITY SERVICE OFFICER PROGRAM, DEPARTMENT OF PUBLIC SAFETY



Sac State Public Safety Department
 Community Service Officer (CSO) Brett
 Heath prepares for bike patrol

How does Sacramento State ensure a safe and secure campus environment for its community of over 30,000 students, faculty and staff? It's no small job for a police force of 20 plus police officers pulling shifts 24/7 to cover a 300-acre campus and the University's remote properties. But thanks to an innovative and successful program that counts on students and the campus community for support, the University's Department of Public Safety has extended its reach.

The idea behind Public Safety's Community Service Officer (CSO) Program is not unique. Based on the philosophy of *community policing* introduced in the 1980s and espoused by many police agencies as a valuable adjunct to traditional law enforcement, Public Safety embraced it as a custom fit for the higher-education environment. Proactive, as opposed to reactive, it relies on interactions and partnerships with the community as a key factor in the prevention of crime and the creation of a safe environment.

What is unique about this program is that it is staffed entirely by students. At Sac State, Community Service Officers (CSOs) are an important link to

the campus community, creating a safety presence by increasing the visibility and accessibility of public safety personnel. They are ambassadors for the campus police, interacting with the public and acting as "the eyes and ears" of the department, according to Sergeant and CSO Coordinator Bill Scholtz, who oversees the program with Lieutenant Christina Lofthouse. While CSOs are not sworn officers, they supplement and complement the work of sworn personnel.

The CSO program has evolved over time, starting in the mid-80s with just five students working nights in the residence halls and doubling in 2003 to ten student officers with expanded responsibilities for campus patrols. Today, the program employs 32 CSOs who patrol the general campus, the residence halls, the library and the AIRC Building (open 24 hours a day, seven days a week). CSOs also staff the new Public Safety Service centers in Desmond Hall and the University Union.

The CSO Program employs student officers who work shifts, on foot or on bike. Duties range from speaking at orientations to a thousand freshmen about crime prevention and dorm security tips to spotting campus security violations and hazards while on patrol. Officers also perform escorts, staff special events, engrave student valuables, license bicycles and register students for the campus Emergency Notification System (ENS). As service providers, CSOs provide directions, assist with vehicle lock-outs, respond to assist officers on call, direct traffic, and act as information resources for the campus community.

While CSOs are paid student assistants, the real bonus is in the mentoring they receive and the experiences they gain as para-professionals. On the job, officers learn to apply the program's fundamental values to their work - community service, integrity, professionalism, sensitivity, respect and teamwork. They receive ten hours of training initially, and periodic follow-up training on a variety of topics. Risk management is critical, but they also learn about radio communications and vehicle maintenance and receive driver and bike training. CSOs come from a variety of academic disciplines, although the majority major in Criminal Justice.

CSO Eddie Loss, who has been in the program for almost two years, sees the program as great job training, a stepping stone to a law enforcement career. The interpersonal relationships developed in the program provide a network that officers can use for future references to obtain internships or gain admission to the police academy. More importantly, the experience provides an opportunity to put classroom learning into real-life practice, according to Loss.

Rolando Medina, a lead CSO with the longest tenure of all program participants, values the public relations skills he has gained most, and sees them as critical in law enforcement. And, the campus provides an ideal environment in which to practice communication skills and obtain technical skills training in preparation for a law enforcement career. As leads, officers serve as mentors to new CSOs, gaining leadership skills practice as well. Medina is concurrently enrolled in a local police academy. The POST* certification earned there will qualify him for a position as a sworn police officer.



*Sac State Public Safety Department
Community Service Officers (names listed below)*

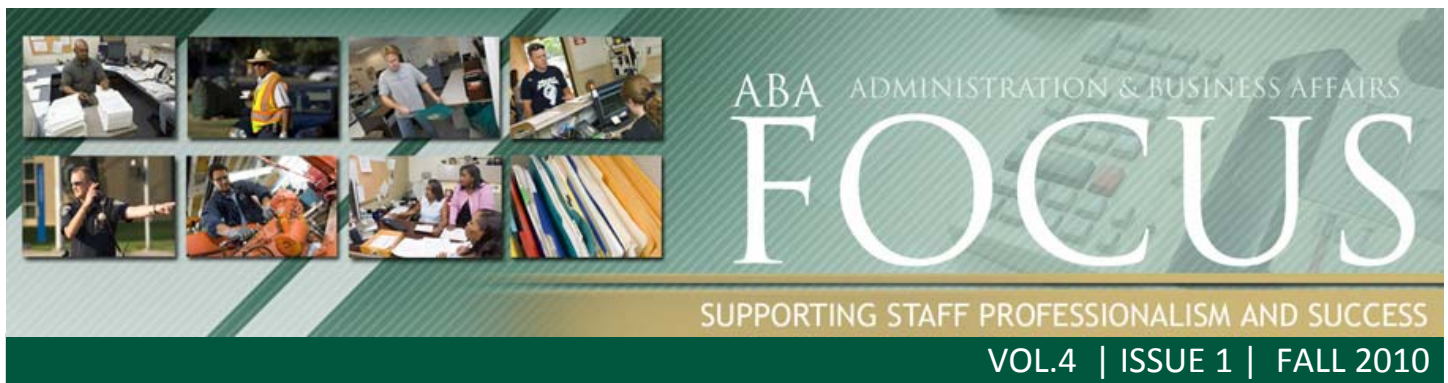
The CSO Program has become an integral part of the University Police Department, providing a valuable service to the campus, and helping to improve response time and reduce crime. According to Scholtz, the vigilance of the CSOs and the rapid reporting of suspicious circumstances has been a general deterrent to crime on campus. CSOs sometimes work special "plain clothes" assignments, allowing for better observation and reporting. In specific instances, officers have been the primary witnesses to criminal activity which subsequently resulted in arrest. Scholtz sees CSO efforts as an important factor in the reduction of campus auto burglaries and thefts, with a drop in incidences from 2005 to 2009 of 85 and 80 percent respectively.

Sac State's Public Safety Department and, by extension, students employed by the CSO Program take seriously their charge of maintaining a safe campus. Clearly, they have played a role in creating the welcoming campus envisioned by Destination 2010. Moreover, program students are gaining meaningful learning experiences in a service that is important to their campus community and practicing skills that can open career opportunities in criminal justice and related fields.

***Peace Officers Standards & Training**

Community Service officers pictured above (in alpha order): Brenden Barckley, Franklin Beardsley, Avi Brotslaw, Nathaniel Curran, Brenda Esquirel, Angelo Fracasso, Brett Heath, Justin Horton, Pamala Kline, Chris Knight, Anthony Lara, Eddie Loss, Rolando Medina, Judy Muthoni, Robert Natoli, Ted Reynolds, David Santos, Justin Smith, Phillip Tieu

Not pictured: Jessica Craven, Branden Feldman, Eric Gazola, Diego Gutierrez, Matthew Lukawski, Ashlyn Owen, Lindsay Parmer, Travis Rakes, Stephanie Remlinger, Jonathan Sanati, Jessica Schwend, T.J. Torres, Chor Yang



MESSAGE FROM THE VICE PRESIDENT



*Ming-Tung "Mike" Lee
Vice President and CFO*

On October 1, I assumed the position of Sacramento State's Vice President and Chief Financial Officer (Interim). I am honored to serve in this leadership role for ABA, an organization that is highly respected across the campus and CSU system. Over the years, I have personally interacted with many of you and look forward to working more closely with each of you.

I want to thank you for your commitment to the University's Destination 2010 initiative, and congratulate you on your contributions to a wide array of successful undertakings that have helped Sacramento State reach its goals. The year 2010 marks the culmination of many significant endeavors, and the campus is celebrating Destination 2010 achievements in a variety of ways. At the same time, teams representing the University's diverse constituencies have been at work gathering feedback and setting the stage for the University next planning phase. Sac State's

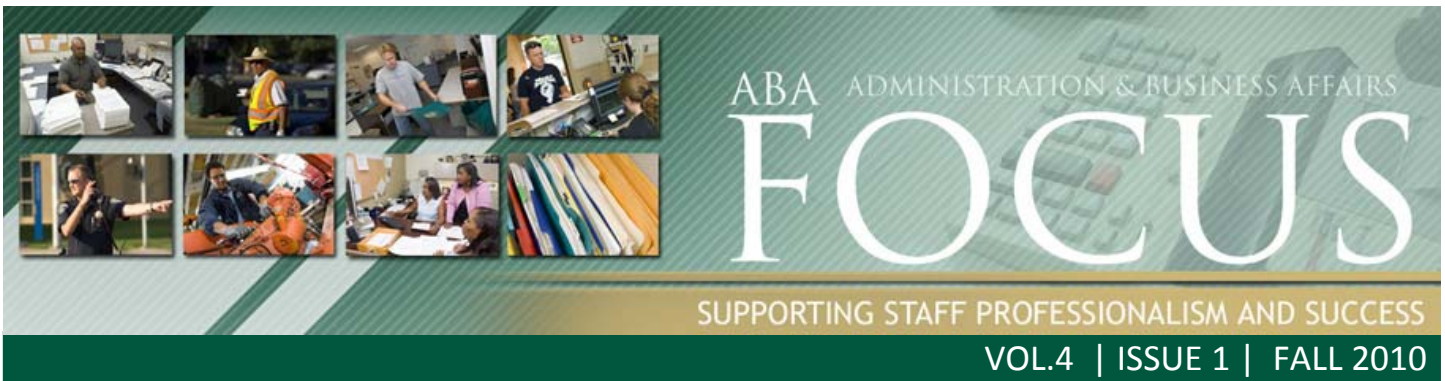
Futures Initiative, once launched, will set a strategic course to prepare us for next generation of students.

ABA has a strong team of competent professionals who have cultivated a collaborative environment that extends across functional borders. And despite ongoing budget challenges, ABA has maintained a collective "can do" attitude. I thank you for helping the University through lean times, while simultaneously doing the work that has resulted in hundreds of improvements across the campus. As we go forward, with budget uncertainty a continuing factor, I count on you to stay the course.

ABA's strategic planning and quality improvement program set the groundwork for the accomplishment of meaningful goals aligned with the University's overarching vision. I hope to build on this foundation to continue ABA's critical support of the University's academic programs. This means strengthening and streamlining procedures and processes, and being continually mindful of the service levels that will help us sustain the welcoming campus we have built.

If you haven't done so already, I hope you will visit the University's [Destination 2010 website](#) and peruse ABA's [Destination 2010 Report](#). I know you will see yourselves reflected in the many exciting accomplishments recounted there.

*Mike Lee
Vice President and CFO (Interim)*



ABA PROFILES GRADS

For CSU and Sac State employees, the ability to pursue a college degree without significant financial burden is a coveted benefit. The CSU Employee Fee Waiver Program, administered at Sac State by the Professional Development & Training (PD&T) Office in Human Resources, extends to qualified employees this unique and invaluable educational opportunity. Over the years, ABA has benefited from the program, with employees gaining work-related experience and comprehensive degrees that increase professional workplace capacity and competence.

Graduation from college is a major milestone, one that requires commitment, self-discipline and persistence. For employees, add the factor of a full-time job and family obligations, and the challenges of a typical college student take on a whole new dimension. ABA staffers Laura Lockett, Serena Fuson and Camellia Sahm, all spring 2010 graduates, each have a unique set of circumstances and perspectives that set them on their paths and helped them achieve their goals.



*Laura Lockett, BA
Graphics Design*

Laura Lockett's journey began in 1986 when, as a new Reprographics employee, she began working with the typesetter and, intrigued by design, enrolled in classes to learn more. Since then, both her goals and the academic program she selected have changed. Journalism became part of the Communication Studies Department, and the Graphic Design Program matured with the growth of technology and the marketing industry. Laura worked as a graphics designer for ten years (two of them in Public Affairs), and then became Reprographics' Production Supervisor. Her developing career influenced her educational choices, and her long-term goals for both converged to match her current supervisory role, which combines management and visual creativity. On top of that, Laura's degree came with accolades when she won the Best in Print Design Award at the Design Department's annual student show.

Serena Fuson came to Sac State as a student in 2004, and after a brief Student Assistant job, she was hired full-time in what is now the Business & Administrative Services department. Initially an Interior Design major, Serena switched to Business Administration to enhance her workplace professional skills and to become more marketable in today's competitive job market. The first in her family to graduate from college, Serena sees the time spent earning a degree as a significant investment in her future. Recently selected for a promotional position in Public Safety, Serena is already seeing results.



*Serena Fuson, BS
Business Administration
(Finance)*



Camellia Sahn, MA
Educational (Educational
Technology - iMET)

With a BA degree from Fresno State and a passion for life-long learning, Camellia Sahn began her University career in the Evaluations Office in 1989. Camellia served in a series of progressively more responsible Admissions & Records positions prior to her 2006 appointment as Scheduling Coordinator for Space Management. She continued college coursework over the years, but more recently undertook the goal of obtaining a master's degree. The flexibility of hybrid courses made her chosen degree program suitable for her situation, and she pursued it as a way to enhance current skill sets and create a professional network and new career opportunities.

Juggling a full-time job while pursuing a college degree can be a daunting undertaking. But, over the course of time, all three grads have learned ways to overcome obstacles to achieve long-term goals. Laura Lockett raised two daughters over the course of her education, part of that time as a single mom. Camellia sacrificed weekends with family while working on her master's degree. All attribute supportive families and flexible supervisors to their success. The guidance provided by the University's PD&T Coordinator, Kim Harrington, was also invaluable, according to grads. Along with their formal education, the grads learned survival skills. Serena, for instance, attributes a large part of her success to the development of a set of tools, from goal setting and time management to conflict resolution and stress management.

All three employees value the prospective career opportunities that a higher education can bring. But more than that, their educations provide new perspectives and professional skills that serve them well in their current jobs. Serena practices the essential skills she has learned on a daily basis. Camellia now considers multiple learning styles and the power of technology in engaging customers. Laura applies design theory every day in her job. Moreover, she is in an ideal position to help the next generation of design students with their printing projects.

With a staff of over 300, ABA counts 50 plus Sac State grads among its employee ranks. Nancy Fox, senior director of University Transportation & Parking Services (UTAPS), whose graduate profile appeared in a 1990 ABA newsletter article, shared an interesting anecdote. Nancy was told by a fellow ABA staffer following her own graduation that Nancy's newsletter profile (tacked to her bulletin board as a reminder) was her incentive to 'keep on keeping on' during the eight years it took to finish her degree. No doubt, these recent graduates will inspire the next generation of ABA employees just as much.

Parking Officer Nathan McQueen, not profiled above, also graduated in spring 2010 with a Bachelor of Arts degree in English in spring 2010.

You can view a complete list of ABA's Sac State graduates on ABA's recognition website here -

http://www.csus.edu/aba/aba_gradlist.htm.





NEW FACES

ABA welcomes the following new employees to the division. A few are new to the campus, but many hail from other University offices. These new hires fill critical positions, many of which were vacated through resignations or retirements.



Ming-Tung "Mike" Lee
Vice President and CFO



Nathan Bagwell
*Budget Analyst
 Budget Plan. & Admin.*



David Fabila
*Community Svc. Specialist
 Public Safety*



Matthew Light
*Community Svc. Specialist
 Public Safety*



Christina Lofthouse
*Police Lieutenant
 Public Safety*



Billy Ly
*Community Svc. Specialist
 Public Safety*



Richard Mikeworth
*Manager
 Housing Facil. & Grounds
 Facilities Services*



Lori Phillips
*Office Assistant
 UTAPS*



Yao Chien Saechao
Custodian
Facilities Services



Xou Vang
Community Svc. Specialist
Public Safety



Israel Vargas
Community Svc. Specialist
Public Safety

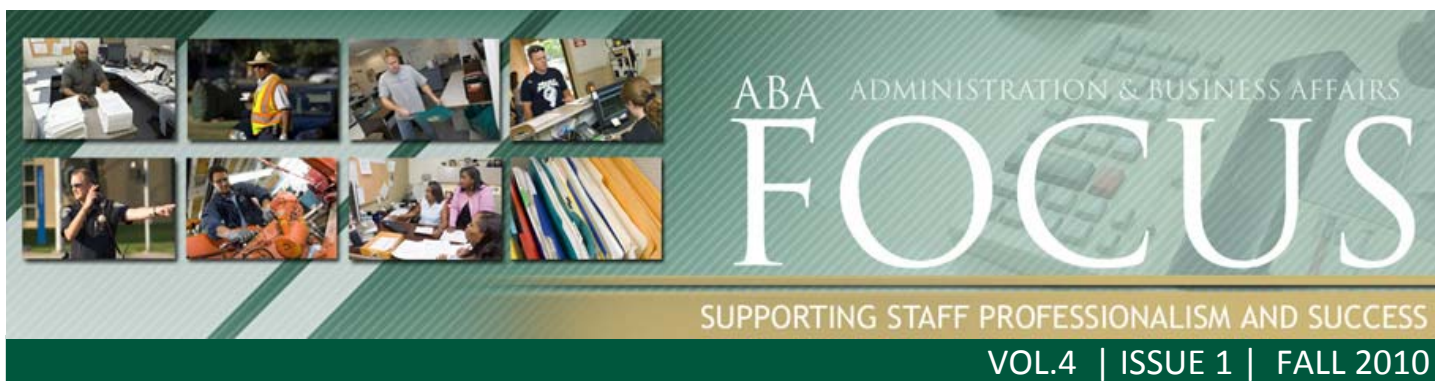


Malia Avillanoza
Police Dispatcher
Public Safety

FAREWELLS

ABA says farewell to the following retirees, who represent a combined loss of 150 years of institutional knowledge. ABA would like to acknowledge the work of these dedicated employees and wish them well in their retirement.

- **Mary Chao**, Custodial Services, Facilities Services - 4.8 years
- **Stephen G. Garcia**, Vice President & Chief Financial Officer - 6.5 years
- **Robert Gardner**, Engineering Services, Facilities Services - 16.4 years
- **Florencio Maduli**, Custodial Services, Facilities Services - 33.8 years
- **Janet Morris**, Procurement Services, Financial Services - 31 years
- **Thomas Palmiter**, Reprographic Services, Business & Administrative Services - 30 years
- **Patrick Yager**, Grounds & Landscape Services, Facilities Services - 27.8 years



ABA'S ROVING REPORTER

The ceramic vessel featured on the front page is by artist Joel Lumsden of Facilities Services. It is one of a series placed around the campus. Obviously, Joel is multi-talented. Read more about Joel and other ABA talents below.

QUESTION: What is your hidden talent?

Joel Lumsden, Facilities Services

"I have two degrees, one in Liberal Studies and the other in Fine Arts. I also have an Associate of Arts degree in Psychology, but my talent is that I sing - tenor. "



Star Byles, Facilities Services

"I sing at weddings, funerals, concerts, and parties. It feeds my soul. I'm also a cake decorator. I've been doing it for about 40 years now."

Dawn Cooper, Financial Services

"I sew. I make Halloween costumes for kids and adults."



**Yavette Hayward, Auditing Services**

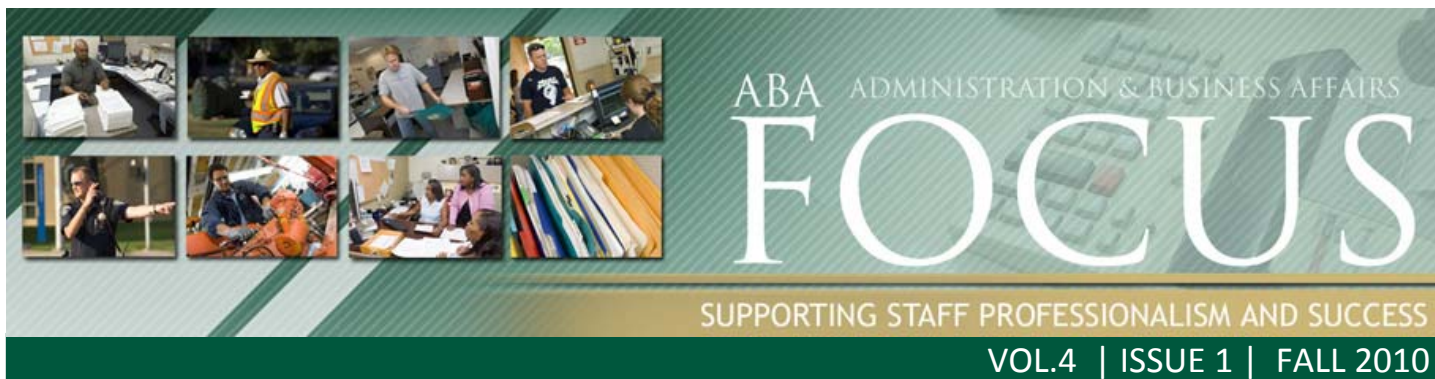
"I'm a gourmet cook. I like every aspect of cooking, from selecting the ingredients, to looking at cookbooks, to experimenting with new recipes. I cook something different every night."

Jason Johnston, Public Safety

"I coach my son's soccer team. It takes a certain amount of talent and patience to deal with a team of 11 year-old boys."

**Rudy Tamayo, UTAPS**

"I draw pretty well, but my talent and passion is creating things. I recently took apart some old oak bunk beds (the wood was really nice), and created a playhouse for my kids, complete with a swing and tile roof. I like to recycle things so they don't end up in a landfill somewhere."



STAFF SPOTLIGHT



Edna Flores
Admin. Analyst/ Specialist
Facilities Services

In each newsletter, we introduce a division staff member and tell you where they work and what they do. This month we feature Edna Flores, Administrative Analyst/Specialist from Facilities Services.

How long have you been with Sac State? Nearly 18 years, three of those years as a Facilities Services student assistant.

Describe your job? I oversee administrative and accounting work for 13 plant departments including: Customer Service, Energy Management, Engineering Services, Lock Shop, Automotive Shop, Plumbing Shop, Sheet Metal Shop, Custodial Services, Grounds Department, Recycling and Moving, Electrical Shop, Paint Shop, and Multi-craft Shop.

Who are your primary customers? Facilities Services employees, other departments, outside vendors.

Why would I call you? Most of the calls I get are from shop supervisors, managers, and directors regarding support for their day-to-day needs while maintaining campus buildings and grounds.

What do you like best about your job? Working with a diverse and dynamic group.

What is a favorite work memory? 2004 Facilities Services Halloween Dress Down Day. Everyone in Facilities Services really took an interest and got involved. It was so much fun!

What have you learned while working here? To strive for excellence

What makes Sac State different from other places? It is a little community in a park setting.

How do people contact you? In person, or by calling 278-5188 or, of course, e-mail at ednaf@csus.edu.