



ADMINISTRATION & BUSINESS AFFAIRS

Sac State Home ABA Home Recognition Program Thank-you Blog



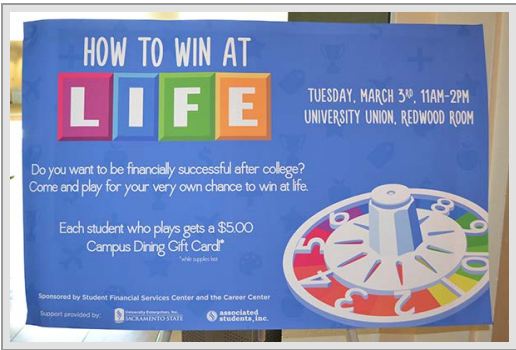
FOCUS SUPPORTING STAFF PROFESSIONALISM AND SUCCESS VOL. 8 | ISSUE 3 | SPRING 2015

ABA News - How to Win at Life

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Students were challenged to see if they could "win at life" through a fun, educational game to gain a realistic picture of what their financial life after graduation might look like.

The event involved students rotating through various stations, each requiring decisions - life choices and/or monetary



obligations that have financial impacts. [Read more.](#)



Message from the VP

Over three years ago, President Alexander Gonzalez introduced Sacramento State's "Redefine the Possible" initiative, with a focus on transformation of the campus, through innovation and the marshalling of resources.

ABA has taken this charge to heart. Today, more than ever, we are redefining the possible every day in the ...[read more.](#)

'Fresh Steps' Wows



Staff development is a key component of ABA's goals to support staff success, and ABA promotes and encourages staff to take advantage of opportunities available on campus as well as...[read more.](#)

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Sarah Whyte  
  
PHOTOGRAPHY  
Bruce Clarke  
Andrew Stiffler



### ABA Green News

On April 16, Sac State celebrated its second annual Earth Day, as vendors, students, staff, and volunteers participated in

activities near the Library quad and all across campus.

According to the flier promoting the event, "This year's Earth Day promises to...[read more](#).



### Staff Spotlight

In each issue, the FOCUS Newsletter spotlights an ABA staff member whose work deserves mention. Recently, our spotlight explores ideas around "redefinition," asking how staff professionals have grown in their careers while working in ABA, and what "redefine the possible," Sac State's tagline, means to them.

[Read more](#).



### New Faces & Farewells

ABA welcomes, and says goodbye, to staff professionals within ABA.

The new hires fill critical positions, while we wish departing employees the best in their future endeavors. [Read more](#).

### ABA Awards & Recognition



Reprographics Services was recognized with a first place award from the international Association of College and University Printers (ACUP) for a submission in the...[read more](#).



### Behind the Scenes -

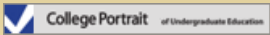
This spring, as Sacramento State celebrates its alums - April is traditionally [Alumni Month](#) - ABA not only recognizes department staff with degrees from Sac State, but those who are working hard to earn degrees as a way to *redefine the possible*.

This edition of Behind the Scenes focuses on a few of those individuals who are currently enrolled as students - here at Sacramento State, and elsewhere. We wanted to know about their motivations, their academic goals, the obstacles and challenges they must overcome, and how the pursuit of higher education is making a difference...[read more](#).



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# FOCUS

SUPPORTING STAFF PROFESSIONALISM AND SUCCESS  
VOL. 8 | ISSUE 3 | SPRING 2015

ABA AWARDS & RECOGNITION



ABA Staff Peer Awards Process Underway!

The nomination process for the 2015 ABA Staff Peer awards began May 6 and runs through May 20, 2015!

This award program is special in that it provides ABA staff the ability to nominate fellow staff members for awards in six unique categories. These categories are: Customer Service, Innovation, Positive Attitude, Problem Solver, Professionalism and Teamwork.

Show how much you appreciate and respect your colleagues by nominating someone deserving. Submit your nominations by May 13th! Visit the [Staff Peer Award nominations form page](#) to learn more! For more information on this year's recognition campaign timeline, view the [Staff Peer Awards process flowchart](#).



Reprographics Services and Student Derrick Santiago Win First Place

Reprographics Services was recognized with a first place award from the international Association of College and University Printers (ACUP) for a submission in the Digital Multiple Page printing category in April.

The winning entry, a typography book designed by Sacramento State student Derrick Santiago for a Graphic Design 120 (Typography Theory) class project and printed by Reprographics, was one of 13 submitted from

universities that included Penn State, Oregon State and Yale.

A panel of twelve industry experts judged the entries, and the book was viewed by representatives from over 100 universities across the U. S., the U. K. and Australia. Judges commented on the impressive quality of the printing and design concept, with one describing the book as "stunning."

Assistant to the Director Laura Lockett described Santiago's concept and design as central to the first-place win, with a creative pop-up feature and excellent craftsmanship. Upon accepting the award Lockett and Director Michael Kalstein sent news to the staff in Reprographics Services and to Santiago – "It is an honor to work with such a distinguished team!"

This is not the first printing award received by the campus for a student project.



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Last year, student Peter Maloney won an ADDY award from the Sacramento Ad Club for a magazine designed by Maloney and printed by Reprographics, and there have been additional awards going back to 2010, when Reprographics began working with students on class projects.

Reprographics Services, the University's official print shop, hopes to expand this service to assist even more students. The shop staff works individually with students, providing professional expertise and guidance on preproduction file standards that influence the final outcome.

Reprographics Services also won an honorable mention from ACUP for a wide-format banner created for the Causeway Classic in the fall, and is credited with over 40 awards in competition with printers from all over California, Nevada and Oregon.

## University Police: Quarterly and Annual Awards



**Employee of the Quarter, 4th Quarter 2014 - Nathan Rice**

"Officer Rice continues to make quality arrests, including several DUIs, which helps make the campus a safe place to visit, live, work and study. Rice recently volunteered for and coordinated a lecture for a large group of students at the residence halls and an open forum. He shared information about the laws regarding the possession and use of marijuana both on and off campus. The response from both students and staff was extremely favorable and was a great reflection on our department. Rice continues to perform to high standards in all areas of activity."

### Cuno

"CSO Cuno continually does a great job for our department. One night, during the early morning hours, she was assigned to the AIRC when her attention was drawn to two suspicious subjects in the adjacent bike compound, who were possibly tampering with bikes. Even though her assignment was the fixed post at the AIRC, she still maintained surveillance of the suspicious subjects as she contacted dispatch with their descriptions. Thanks to her quick actions, the two subjects were subsequently contacted and arrested for bike theft and possession of burglary tools."



**Student of the Quarter, 4th Quarter 2014 - Tracey**



**Employee of the Year, 2014 - Katerina Donato**

"Katerina is constantly looking ahead and planning for the next staffing gap in dispatch, collecting stats for the annual report, completing monthly reports and identifying equipment needs for her staff to make their jobs easier. She supervises Dispatch and Records and still has time to participate in several committees and projects. Katerina is a key player in police operations."

### Student of the Year, 2014 - Kurtis Bodner

"Kurtis was off-duty when he observed a subject who was a person of interest in the suspicious packages incidents. Kurtis called in to our Dispatch and did a great job of reporting the subject's location and description. It was later determined that the subject was the suspect. Because of Kurtis' efforts, we were able to contact and identify this subject."





**Employee of the Quarter, 1st Quarter 2015 - Paul Skrinie**

"Corporal Skrinie stepped up to lead the CSO Program in the absence of Sergeant Vinson and he handled the responsibility with enthusiasm and professionalism. He streamlined established processes, launched new processes and he brought an enormous amount of positive attitude and enthusiasm to the program. Corporal Skrinie's ideas are forward thinking and will benefit the campus community greatly."

**Enrique Valenzuela**

"One afternoon, campus painters needed to block off the main entrance of our building to work. CSO Valenzuela was asked to patrol the area to assist anyone that needed to enter. CSO Valenzuela stood tall, making eye contact with everyone, and helped those needing assistance. His willingness to assist without hesitation and his engaging customer service to the public are just a few qualities that demonstrate his high-level performance."



**Student of the Quarter, 1st Quarter 2015 -**



**ABA 2014/15 Leadership Peer Awards**

Late in In the fall, ABA conducted the 2014/2015 Leadership Peer Awards nomination and awards process. This recognition program is unique for its three categories: Leadership Peer, Valued Staff and Team awards.

Managers are recognized for their contributions to ABA or University goals, service, teamwork, innovation, process improvement, advancement, communication, or the development of a model practice. Teams are recognized for accomplishment of a common assignment, a project, a process or service improvement, or contributions made towards ABA and University goals.

Valued staff are recognized for their contributions to the success of ABA initiatives; demonstrating the values of leadership, teamwork, ethics and integrity; and/or excelling in the provision of quality of service or productivity.

Award recipients are nominated by ABA's Management Council members.

To view the entire list of recipients for the 2014/2015 Leadership Peer Awards program, view the [ABA Recognition Page](#).



## Facilities Management: Monthly Awards



**December 2014 - Richard Caguiat**

"'Initiative' should be Richard Caguiat's middle name. He has earned trust and respect from his follow peers. Many different custodians, Housing groups and vendors have made reference to Richard's work ethic. He is eager to learn and consistently pledges to stay until the job is done. The thing that stands out the most is his positive attitude."

**January 2015 - Glen Boehl**

"Glen is an energetic worker, who sets a very high standard for himself. He has been very instrumental in off-season tasks to improve and extend the playability of athletic fields and venues. All of the tasks and projects he has completed are done with pride and professionalism. Glen's positive attitude and energetic approach to his work is infectious to those around him and inspires them to improve as well. "



**February 2015 - Tomas Ramos**

"Tomas Ramos is an outstanding employee. He's reliable, dependable, and is always willing to do more. He follows tasks through to completion, and does so with a smile. Whatever the job may require, his supervisors are confident it will be completed in a professional manner, and with a polite, customer service driven attitude. This team player is flexible, gets along with everyone in our diverse population, and brings great chemistry to the team."



**March 2015 - Dortehea (Dee) Johnson**

"Dortehea is knowledgeable, unflappable and always on the ball; she knows what needs to be done or who to call when a problem arises, and remains determined to solve problems until there is a sufficient resolution. She maintains excellent relationships with the staff of Payroll and Human Resources, Administrative Services and other units campus wide. Dortehea is organized, competent and personable. She has been critical to our success in ensuring that our recruitment and payroll needs are well taken care of."



**April 2015 - Jose Rodriguez**

"Jose Rodriguez is someone who stays busy and is always ready to help others. He also possesses a great sense of humor. He's easy going, social, and our customers complement his great attitude. Jose is always working on enhancing his knowledge of campus operations and improving his communication skills. Additionally, he has quickly learned our very technical controls and air handler systems. During a past cold snap, he handled more than 20 urgent calls in one day. Jose Rodriguez is a huge asset to Engineering Services and the campus in whole."





## ABA Says Thank You!

Do you know of someone who deserves special thanks? Someone who is a team player? Someone who contributes to projects? Someone who goes above and beyond? Take a moment to recognize them today using the [ABA Thank You Blog!](#)

The ABA Thank You Blog is a great way for ABA staff to recognize colleagues. The process for using the blog is informal yet direct, as the recipient receives notification of the "thank you" message. In addition, all thank you messages are forwarded to Vice President Mike Lee. Don't wait, recognize someone deserving today!

Below are some of the most recently received "thank you" notes:

**To: Kevin Brisco** (2/11/2015)

"I wanted to thank Kevin and his custodial staff Scott & Peggy for accommodating our VERY last minute floor cleaning request when furniture in our office was moved in preparation for painting. I placed the call and within 30 minutes, Scott was down and reviewing what needed to be done. He and Peggy arrived at 5 that day to clean the floors. Thanks so much for going above and beyond to help!" -*Laura Lockett*

**To: Raul Echeverria** (2/11/15)

"THANK YOU! THANK YOU! THANK YOU! To Raul Echeverria and his awesome painting team for the wonderful paint job on the front office of Reprographics. It looks Beautiful! We are so happy to have a clean fresh look for our office. Thanks for all your hard work!" -*Laura Lockett*

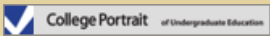
**To: Andrew Stiffler** (2/27/15)

"Thank you, Andrew, for walking us through the new Sac State Sustainability website! You were instrumental in the making of the site and now you're instrumental in teaching us how to edit and maintain it. Your wisdom and generosity know no bounds - which is good because we'll be calling you with more questions!" -*Kristina Cullen*



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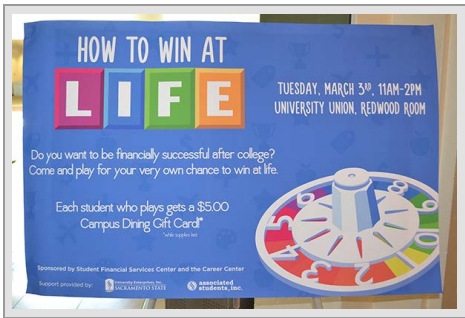


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ABA NEWS



Students Learn "How to Win at Life"

In March, Student Financial Services (SFSC), with volunteers from Accounting Services and other campus departments, held a "How to Win at Life" event in the University Union with the goal of increasing the financial literacy of participating students.

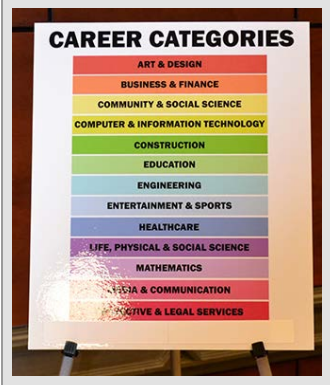
Students were challenged to see if they could "win at life" through a fun, educational game to gain a realistic picture of what their financial life after graduation might look like. The event involved students rotating through various stations, each requiring decisions

- life choices and/or monetary obligations - that have financial impacts.

At the final station, students established a budget using actual projected income for their anticipated career along with living expenses, giving them a realistic picture of their future financial well-being. Would they come out on top with a remaining balance, or would their choices leave them in debt?

SFSC staff was on hand, assisting students with registration, explaining the process, and answering questions. Accounting Services staff worked several of

the tables, helping students determine their anticipated monthly expenses and taxable income.



"Taxes were shocking to the students," said Gina Curry, interim associate vice president of Financial Services. "Many students wanted to go through again to see if they could change the results."

The process involved multiple stations and an "unplanned event" wheel, which often caused a loss of from \$50 to \$600. The events represented an emergency situation that would require the commitment of funds.

Stations like these helped enforce the real-life aspect of the event. "It made them realize that they may have to continue to make tough financial choices after college," said Curry.

Several students shared remarks about the event: "This game was a real eye opener." "This game helped me become more aware of how to spend money." "I lost the first time, but I went around again and won!"



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Over 200 attendees participated in the exercise, with some students playing twice, to improve their final outcomes. Plans are in place to continue events like these for both the fall and spring semesters, with the next one scheduled for October 26, 2015!

This is one of the ways in which ABA is helping to advance the goals of Sac State's Graduation Initiative. For though the exercise was intended to provide a sense of future possibilities and challenges, it was also valuable to students who are managing their finances to stay enrolled.



### ABA Celebrates Alumni Month

It's a Sac State tradition to celebrate the University's alums during the month of April. This year, during the first week of April, over half of ABA's staff alums came out show their support, participating in a group photo near the Guy West Bridge.

In ABA, over 60 staff members are Sac State grads, holding degrees that range from bachelors' and masters' to doctorates. And more than 30 of them showed up for the celebratory photo.

These division alumni are lucky enough to put their degrees to work on behalf of the University. Stephen Scalley is a great example. With a BS in Business Administration (Accountancy), he is the University's GAAP coordinator, supervising all University financial reporting - some 144 schedules in all. "It is very rewarding to apply my knowledge and experience to the entity that provided me with the education to reach my current status - I just love it!"

Each and every ABA alumni contributes to the goals of ABA and the University in his/her own unique way, but the commonality among them is a distinctive understanding of the student experience and a powerful dedication to make the University the best it can be.

These grads complement a workforce, over 300 strong, with degrees and professional accreditations from across the CSU as well as other institutes of higher learning. To see all of ABA's alums, [click here](#).





## Facilities Improve Over Winter Break

Over the winter intercession, while many employees were enjoying time with friends and family away from work, Facilities Management staff professionals were here at work and busy improving the campus in several key areas.

According to Victor Takahashi, director of Planning, Design & Construction, "They were all improvements to facilities coming from a variety of funding sources, serving a variety of stakeholders within the University."

Multiple improvements were completed, with a positive impact for students, faculty and staff. The projects included:

- River Front Center (entry glass doors replaced)
- Library lower level renovation and carpet installation
- Sacramento Hall carpet installation and restroom renovations
- Humboldt Hall heat exchange improvements
- Sequoia hall lab retrofits
- El Dorado hall demolition
- Smart Classroom installations in Alpine Hall 1, Brighton Hall 2
- Broad Athletic Facility HVAC replacement
- Central Plant modifications to silence noise from steam release



We are proud of our hard working Facilities Management team that helped take these projects from proposal to a completed task. For more information, view a [PowerPoint of the before and after photos here](#).



## Speaker Series Features Kings' VP

On March 18, 2015, ABA welcomed Kunal Merchant to the campus as part of the most recent installation of the ABA Speaker Series.

Merchant is the Sacramento Kings' vice president of Strategic Initiatives. In this capacity, he oversees a portfolio of top strategic, political and community initiatives for the Kings, with a special focus on advancing progress on the new downtown entertainment and sports center scheduled to open in the fall of 2016.

During the event, Merchant discussed the efforts being made by the Sacramento Kings, as well as partners in the city of Sacramento, to deliver a premier sports and entertainment

complex.

Merchant talked about delivering on their promise as a central theme. Eighty percent of the \$340 million going into the construction of the new downtown arena has been sourced to contracts and businesses in the greater Sacramento region, which will help provide jobs to those in the community. In addition, the new complex will meet LEED Gold certification, and feature solar panels that span the entire roof, and a forward-thinking design which will allow natural heating and cooling of the building.

Merchant helped explain to all in attendance, including Sacramento State faculty, staff and students, that the complex will serve as much more than just the home of the Kings, but will host a variety of music and entertainment events, and be surrounded by 1.5 million square feet dedicated to retail, office, and hospitality and service industries.

ABA thanks Merchant for sharing his insights and details about the project with the campus. View the [official flier from this event](#).



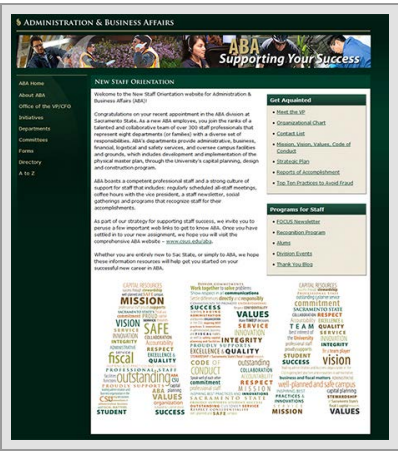
## Orientation Resources Welcome New Staff

In February, ABA's office of Strategic Planning & Quality Improvement completed a strategic project of their own: producing a new staff orientation folder and website, intended to provide helpful resources to new ABA employees.

The new staff orientation folder consists of documents and resources to help introduce new employees to ABA. Included in the folder are organizational charts, messages from the vice president/CFO, a copy of the most recent newsletter and annual report, as well as ABA's strategic plan and goals.

The new website, [available here](#), includes the same resources for new employees. The folder is now available by request. Please submit a request to SPQI [atstiffler@csus.edu](mailto:atstiffler@csus.edu) or call 916-278-2857.

A special note to managers: as your new employees use these tools, we would love to have your feedback on their effectiveness, and will continue to accept suggestions for improvement.



## Reprographics Supports Athletics

In the shadow of March Madness, Sacramento State's men's and women's basketball teams were setting records of their own with their excellent play on the court.

The men's team had their best record since joining Division I in 1991 with a record of 21-12, while the women's team made their first postseason run in school history, making it to the sweet 16. To show support for these accomplishments, Intercollegiate Athletics partnered with ABA's Reprographics Services to create congratulatory signs now displayed near the Guy West Bridge.

"The banners were produced and displayed as a thank you to the teams and as a celebration of the historic season both teams had," said supervisor of Reprographics Brian Geimer. "Reprographics produced the banners in collaboration with Athletics and Student Affairs." The banners were produced using Reprographics' new HP L360 latex printer on a 10 ounce vinyl material suitable for indoor and outdoor use. "The ability to use latex-based inks has opened up a wide variety of materials we can now print on," said Geimer. "This printer/ink combination was acquired to further enhance the product line that we already offered with our aqueous ink printer."

Reprographics plays a major role in supporting student athletics, producing banners, fliers, posters, and other



promotional pieces. These materials encourage the campus community, and the greater Sacramento community, to get involved and participate in supporting collegiate athletics. "I would hope the general public/students appreciate and celebrate the basketball teams' achievements, but I know [the athletes] are very grateful for the community support that has turned out this year."

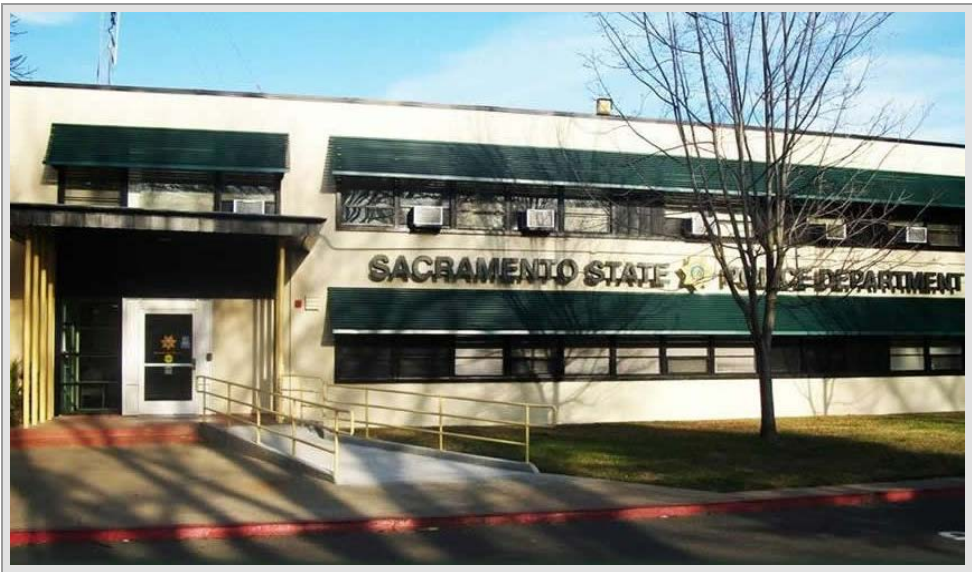
These services and many others are available to all University related departments. If the information cannot be found on the website, [www.csus.edu/repro](http://www.csus.edu/repro), the campus is welcome to contact Reprographics at x86198 or at [reprographics@csus.edu](mailto:reprographics@csus.edu).

### New Paint/Phone Number for Police

The Sacramento State Police Department building recently underwent exterior upgrades, Including exterior painting and light-up signage. The changes help make the building more prominent and easy to locate by the campus community.

"I think our new look is important to the campus community because, in case of emergency, they know exactly where to find us. You cannot miss the signage when it's lit at night," said Executive Assistant to the Chief of Police Serena Fuson. Police Chief Mark Iwasa agreed, explaining how the building has been overlooked in the past: "There have been at least two situations in the past where a victim has passed by our department headquarters unable to locate it."

A new coat of paint isn't the only change for the Police Department, which also has a new, easy to remember, phone number. The previous number (916)278-6851 has been replaced with (916)278-6900. The old number is still in working order, but the Police Department encourages everyone to begin using the new number.





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BEHIND THE SCENES



Behind the Scenes: Staff Redefine Their Individual Possibilities

This spring, as Sacramento State celebrates its alums - April is traditionally Alumni Month - ABA not only recognizes department staff with degrees from Sac State, but those who are working hard to earn degrees as a way to *redefine the possible*.

This edition of Behind the Scenes focuses on a few of those individuals who are currently enrolled as students - here at Sacramento State, and elsewhere. We wanted to know

about their motivations, their academic goals, the obstacles and challenges they must overcome, and how the pursuit of higher education is making a difference in their lives.

Staff professional development is endorsed in ABA as a way to build competence and sustain the high performance for which the division is known. Sac State's Fee Waiver program and other local degree programs afford interested staff the opportunity to expand their horizons and Redefine the Possible for themselves as well as the University. As one of our profiled employees remarked, the Fee Waiver Program "is an amazing opportunity that is provided to employees and their families."

Police Officer Jesse Smith, who is currently studying Mathematics, but is interested in Electronic Engineering long-term, believes that despite the challenges, earning a degree will help him improve his life and be a role model for those who are important to him. "I am setting an example for my children, as well as my family and friends."

Smith demonstrates the power of the educational experience in building confidence, as well as becoming more learned. "I have been excelling in the classes I'm taking and it has changed my outlook on what is possible. The classes have shown me that you should not limit yourself." Smith is not alone in his enthusiasm for what the educational experience brings.



Priscilla Llamas-McKaughan thinks that her education has had a direct impact on the contributions she makes in her current position. "I believe I can bring a broader perspective to our Financial Services family by being a student," said McKaughan, business associate. "I often bring up concerns and/or questions from the students' perspectives that were not thought of." Llamas-McKaughan says her education has helped deepen her understanding of workplace culture. "Given my major in organizational communication studies, I oftentimes see the theories we learn in class in action in our organization." The workplace serves as an informal lab, where she can see concepts at work and better understand motivations and actions.

McKaughan, who graduates this spring with a degree in Communication Studies, says,

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"Earning this degree will assist my understanding of our organization and hopefully contribute to the success of the University." It will also open opportunities to apply for positions requiring a degree.

There is no denying that a college degree may open doors to jobs and careers not otherwise possible. This future employment potential and job security are a central theme for other ABA staff/students as well. "My primary educational goal was to obtain job security," said Susan Colley-Monk, administrative support coordinator in Risk Management Services. "Between the years of 2006 and 2008, when the economy took its downward spiral, I was laid-off twice."

Now, Colley-Monk has been employed by Sacramento State for almost three years while continuing her education at the University of Phoenix, she plans to continue towards a Masters Degree after she completes her Bachelors in Science in Health Administration. "Even though I work here on campus and have an opportunity to attend Sacramento State, I decided to continue my program at the University of Phoenix because I always finish what I start!" Colley-Monk has gained a lot from her education. "I believe the benefits of higher education have made me a better contributor and an active participant in achieving department goals. I have more confidence in my writing and presenting skills, and hope these skills will present me with opportunities for advancement."



Amanda Stan, Administrative Support Assistant in Facilities Management, aspires to a part-time teaching job at the University level once she obtains her Master's Degree in Criminal Justice. Stan appreciates the growth of her abilities as a result of so much reading and writing for classes. "I feel that my writing and grammar skills have grown immensely. Proper grammar is incredibly helpful when one's position includes communicating with a vast majority of the campus."

Stan says that her education has redefined her appreciation for the Sac State and its locale, as she has cultivated a deeper sense of pride in the campus and the Sacramento region.

As one might imagine, the act of balancing a full-time job with studies can be difficult. Not only are jobs and families demanding, but throw in course work, projects and other life responsibilities - it is certainly no easy task. "It has been difficult," said Stan. "There's always something to do, which makes taking time to sit down and get any progress made on my thesis next to impossible. Also, trying to maintain any outside activities, such as Krav Maga training or just hanging out with friends, becomes arduous." For Colley-Monk, the first in her family to earn a four-year degree, attitude and commitment play a key role in balancing goals and responsibilities. As a parent, she learned to make sacrifices. "Taking courses was my time to accomplish something for myself, and I was determined to let nothing or no one stand in my way."

Lauren Garrett says, "It has definitely been a hard balance for me. Working full-time and going to school is tough. It doesn't leave much time for a personal life. You just have to push through and if it's important enough to you, you will get it done." For Garrett, a budget analyst in Budget Planning & Administration, the degree will represent success - the achievement of a significant goal. Like Smith, earning a degree will also inspire pride from Garrett's family, which places a high value on education.



Many see an academic institution like Sac State as the ideal workplace culture needed to embrace and encourage staff education. And, many respondents describe support systems within their offices that are helping them reach their goals. "Associate Vice President Stacy Hayano and Lead Budget Analyst Angel Thayer have both absolutely been advocates for my education," said Garrett. Garrett hopes to complete a Bachelor's Degree in Economics within two years.

Smith concurred: "Working full time is hard but with supportive co-workers and bosses, I have been able to succeed with school." Others, such as Colley-Monk, recognize family members as their greatest support. Her husband, also a student "became my ally, support and reading buddy. It became routine for us to sit at our computers after a full day of work to study, read and write."

Through their commitment to their goals for higher education, these ABA employees are *redefining the possible* for themselves, their ABA families and Sacramento State. Although each in different stages of life and career, all agree that it is never too late, and that one should never stop wanting to improve.

This year's graduates include McKaughan, who plans to graduate in May, and Stan and Colley-Monk both of whom graduate in December 2015.

For staff interested in pursuing an education at Sac State, the campus Fee Waiver Program reduces costs. For more information, visit Human Resource's [Professional Development and Training Fee Waiver website](#).





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STAFF DEVELOPMENT



Fresh Steps Wows ABA Participants

Staff development is a key component of ABA’s goals to support staff success, and ABA promotes and encourages staff to take advantage of opportunities available on campus as well as externally.

In March, a new course offered at Sac State through the Human Resources’ Professional Development Workshop Series, **Fresh Steps** was attended by a number of ABA staff.

As Vice President of Human Resources, Christine Lovely explains,

“Fresh Steps is an innovative, personal, and work development program which enables participants to review their professional progress to date, reassess their priorities and direction, and set and achieve new personal and work goals.”

The Fresh Steps program spanned six weeks, including a two-day workshop, followed by a one-day follow-up, and covered a variety of topics including:

- Successfully dealing with change
- Identifying what you want from the workplace and the work you do
- Mentoring/coaching
- Reassessing changing values
- Inter-generational workplace differences
- Personal goal setting

“The excitement from participants for the Fresh Steps program was palpable,” said Lovely. “They were very engaged and left the program with specific action items that they could apply to their own careers.”

Daryn Ockey, director of facility operations, who attended Fresh Steps, agreed: “Not only do I have a better appreciation for balance in my personal/professional life, I am more interested and focused on the *people* around me.”

The program, designed for employees who have established careers and are looking to refresh themselves, was ideal for staff like Ockey. “I was feeling stagnant in how I perceived my career. I wanted to leave with renewed purpose, vigor, and passion for my job and our University.”

Ockey’s goal for self-improvement was shared by Adell Seibles, worker’s compensation manager in Risk Management Services. “The program helped us explore our personal space. If you’re not willing to open up and be honest, you won’t gain much benefit from this type of program. Some may call these programs self-help, but I believe they are self-empowering.”



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Self-empowerment and self-discovery were major takeaways shared by many of the program's participants. "This training helped me develop a balance of work and home life as well as tools to deal with the challenges when the two worlds inevitably collide," said Resource Analyst Elena Compo. "I learned methods for dealing with the combined stresses of job expectations and health concerns."

Lovely reiterated the benefits of the program gathered from participant feedback: "They found the course beneficial. They were very engaged and left the program with specific action items that they could apply to their own careers."

This was the first time the Fresh Steps training program was offered. While there are no future dates set at this time, Lovely stated it is certainly a possibility, and said that participants wanted to see more similar development opportunities made available.



If you are interested in learning more about the staff development training programs available on campus, visit Human Resources' [Professional Development and Training website](#).



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GREEN NEWS



Team Hosts Annual Mulching Mania

On March 19, 2015, the Sustainability Team held their annual Mulching Mania event in the quad near the Riverfront Center with the goal of promoting water conservation.

Volunteers, spanning several student groups on campus, including Alpha Phi Omega, and the Full Circle Project, spread mulch under 53 trees in the main quad, and across the entire rose garden. "Spreading mulch around trees and in plant beds is an effective way to keep moisture in the ground so our campus will use less water in the future," said Recycling Coordinator Joey Martinez. "The event engages and empowers the student populace, as well as the staff who also participated, to make a positive change within their own University."

This is the Sustainability Team's third mulching mania event, the first dating back to 2013. However, this single mulching event is only part of a greater project. "This project is just the tip of the iceberg. Sac State is committing to adding mulch throughout campus. Sac State's Sustainability Team, and Grounds and Landscaping are actively working with the city of Sacramento to obtain wood chips that will be distributed throughout so we can conserve water over the entire campus," said Joey.

A representative from the Sacramento Tree Foundation was on hand to assist volunteers as they learned the proper methods for spreading mulch, and the importance of water conservation in California. "In a drought as severe as ours, every water conservation method is crucial and the Sac State community understands this," said Joey.

Several of the student volunteers are committed to participating in multiple sustainability events. "Four volunteers from the Full Circle Project were helping as part of a bigger project for one of their classes," said Sustainability and Operations Analyst Kristina Cullen. "They will also do a river clean up with us next week, host a table in the quad for Earth Day and then do a presentation in their class for their final."

Staff is welcomed and encouraged to join student volunteers. If you are interested in participating in future mulching or sustainability events, contact Joey Martinez at [jmartinez@csus.edu](mailto:jmartinez@csus.edu) or Kristina Cullen at [kristina.cullen@csus.edu](mailto:kristina.cullen@csus.edu).



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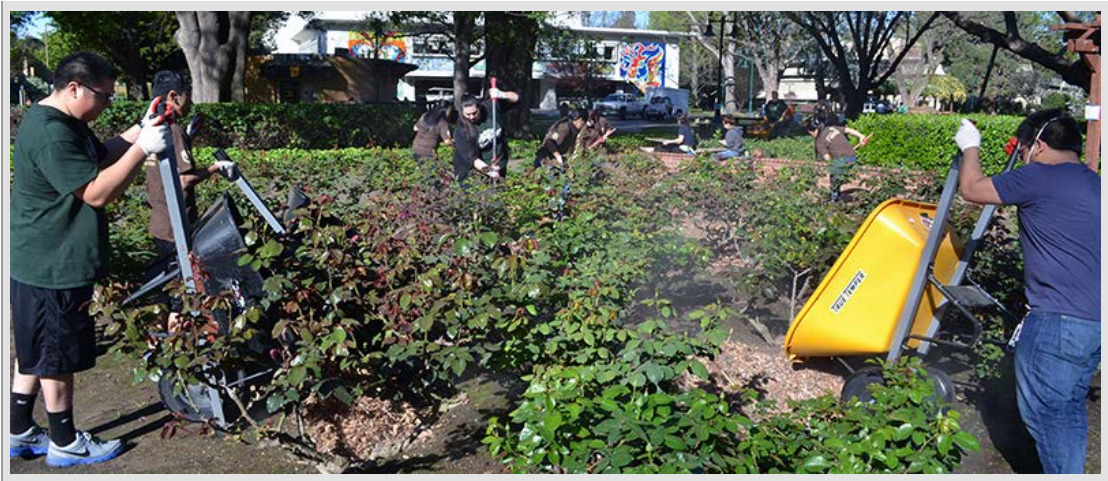
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### Sac State Celebrates Earth Day

On April 16, Sac State celebrated its second annual Earth Day, as vendors, students, staff, and volunteers participated in activities near the library quad and all across campus.

According to the flier promoting the event, "This year's Earth Day promises to showcase the many strides the campus is making in the areas of Energy and Water conservation and in Green Transportation and Sustainable Food practices." One way Sac State's Sustainability Team highlighted these efforts was through a Campus Sustainability Tour, with over 20 points of interest and discussion.

Tour participants were greeted by Kristina Cullen, sustainability and operations analyst. The tour began at The WELL, which is LEED Gold certified, and continued through Earth Day activities in the Library quad. The tour concluded at the Sustainability Technology Optimization Research Center (STORC). There, participants could learn about the many projects currently underway, including stormwater research, biodiesel production, aquaponics and wicking beds, which prevent overwatering of plants using a passive drip water system.

For those interested, a copy of the tour's major points of interest is [available here](#).



Participation in this year's event was high. Over 50 vendors registered to attend this year, as well as dozens of fraternities and sororities. A dunk-tank game was featured, with fraternities and sororities getting limited throws based on the weight of the recyclables brought to the event.



Recyclable products accepted this year included:

- Batteries and Light Bulbs
- Aluminum Cans, Glass and Plastic Bottles
- Electronic Waste
- Used Car Batteries
- Select Expired or Unused Prescription Medications
- Used Cooking Oil
- Toner and Ink Cartridges
- Gently Used Clothes and Shoes
- Select Latex Paints (In their original cans w/ labels)

No waste was made of the water featured in the dunk tank; the water was later transferred to the STORC for their stormwater research project.



Administrative Support Staff member Nikolas Soza was on hand, and in costume, attracting students and visitors to the Sustainability booth, encouraging others to get involved. "I volunteer for Earth Day because of the message Sac State Sustainability represents," said Soza. "When volunteering, I spread the message that Earth Day reminds us - we only have one earth and limited resources."



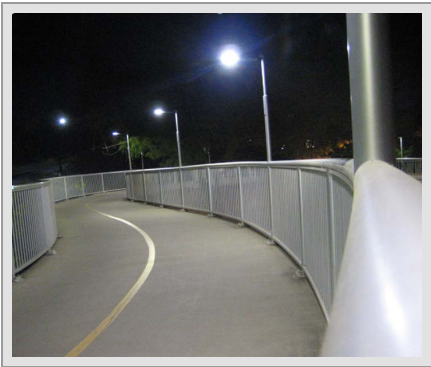
### New Sustainable Lights Brighten Pathway

In March, Facilities Management completed the installation of 17 new energy efficient lights that span the length of the bike path approaching the Guy West Bridge.

According to Bena Arao, director of administrative services in Facilities Management, the new lights are more energy efficient "and keep the same look and feel on the college side of the levee as the bridge side." Sacramento State is responsible for managing the college side of the levee, while the City of Sacramento manages the bridge side.

So far, feedback from staff has been positive. These lights will provide a higher quality light than the previous sodium-based lighting. "We have installed a better type of light that increases the area covered, improves the look of the ramp, and reduces energy consumption," said Arao.

Check out the new lights today on the bike path near the Guy West Bridge!







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MESSAGE FROM THE VICE PRESIDENT



Message from the Vice President

Over three years ago, President Alexander Gonzalez introduced Sacramento State's "Redefine the Possible" initiative, with a focus on transformation of the campus, through innovation and the marshalling of resources. ABA has taken this charge to heart. Today, more than ever, we are redefining the possible every day in the workplace.

This spring, ABA Speaker Kunal Merchant described this very concept at work as he discussed the downtown sports and entertainment complex. Merchant, Vice President of Strategic Initiatives for the Sacramento Kings, characterized self-limiting thinking as one of the biggest obstacles to the success of the Sacramento region. As our own biggest critics, he said, we hold ourselves back from realizing our potential. He attributed the project's ultimate approval to communication and partnerships with the city, labor unions, the City Council and the community at large, with the goals of all constituents considered.

Today, at Sac State, thanks to a deeper understanding of our strengths, the collective development of goals, and a focus on sharing our story, we are prouder than ever - yet we continue to grow our potential. ABA's programs capitalize on pride, partnerships and communication to keep us moving together toward common goals, a shared vision and new possibilities.

This edition of the ABA FOCUS newsletter reports on a few of ABA's most recent efforts to redefine the possible. From sustainability programs that attract community participation and classroom conversions that improve the teaching/learning environment to programs that help students succeed financially, ABA continues to envision possibilities, creating new pathways to success.

The success of ABA programs and its workforce go hand and hand. It is the capabilities of each and every employee that make the division and the University strong. ABA boasts over 60 Sac State alums along with many other degreed and certificated professionals. But as staff redefine their own individual possibilities, they enrich and grow the possibilities for ABA and Sac State. Many ABA staff professionals are taking advantage of opportunities to improve, balancing work responsibilities with their own personal educational goals. A few of them agreed to share their stories in [Behind the Scenes](#).

Recently, over a dozen ABA staff professionals attended the Sac State Fresh Steps program through Human Resources Professional Development & Training Program, which gave them the opportunity to reassess their priorities and personal goals, and become greater champions for their own success. To read comments from a few of the participants, [click here](#). I am consistently impressed by the progress we have made and by the work that ABA staff continue to do in support of Sac State and their own professional growth. Exciting times lie ahead this summer, as we prepare for President Alexander Gonzalez to step down and welcome incoming President Robert Nelson. I look forward to working with you through the upcoming months to create a smooth transition.

Ming-Tung "Mike" Lee  
Vice President/CFO

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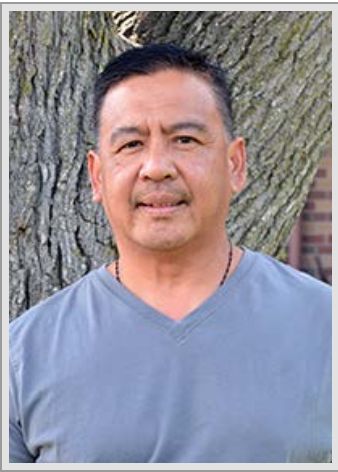
NEW FACES AND FAREWELLS

New Faces

*ABA welcomes the following new staff professionals to the division. These new hires fill critical positions, and we welcome them to the ABA family.*



**Michael Castanon**  
Grounds Worker  
Facilities Management



**Cesar Ramirez**  
Housing Custodian  
Facilities Management



**Rudy Gallegos**  
Grounds Worker  
Facilities Management



**Brian Kojima**  
Custodian  
Facilities Management



**Damian Lee**  
Director of Security & Administration  
Public Safety



**Pa Zao Lor**  
Accounting Technician II  
Financial Services

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**Allison Lucero**  
Administrative Support Assistant II  
Business & Administrative Services



**Chris Marolla**  
Property Clerk  
Financial Services



**Becky Mirzaeva**  
Admin Support Coordinator  
Facilities Management



**Jose Figueroa**  
Lead Custodian  
Facilities Management



**Danny Saint-Gaudens II**  
Custodian  
Facilities Management



**Erik Skall**  
Lead Grounds Worker  
Facilities Management



**Allan Soliven**  
Grounds Worker  
Facilities Management



**Eduard Soliven**  
Laborer  
Facilities Services



**Pang Xiong**  
Accounting Technician III  
Financial Services





Ely Yasan  
Recycler  
Facilities Management

Farewells



Cacee Belton  
Parking Analyst  
University Transportation & Parking  
Services



Justine Heartt  
Associate Vice President  
Financial Services



Tracy Jordhal  
Administrative Support Coordinator  
Administrative Operations

*Not Pictured: Alfredo Corpuz, Irene Hearn, James Jackson, Richard Vaquero, Tiffany Villaber*



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STAFF SPOTLIGHT



Staff Spotlight with Brian Geimer

*In each issue, the FOCUS Newsletter spotlights an ABA staff member whose work deserves mention. Recently, our spotlight explores ideas around "redefinition," asking how staff professionals have grown in their careers while working in ABA, and what "redefine the possible," Sac State's tagline, means to them.*

**Name:** Brian Geimer

**Position:** Supervisor

**ABA Department/Unit:**  
Reprographics and Mail Services

**How long have you been with Sac State?**  
I am in my 8th year

**What are some examples of your daily duties?**  
As supervisor I oversee production of printed collateral that departments across campus request. I am one of the liaisons to the campus community, developing

personal relationships with our clients across campus. We have four sub-departments, if you will: Digital Color Press, Digital Copiers, Bindery and Digital printers, which includes wide format printing. I manage production for all of that equipment and the people who operate them. Many days, I help in production, running equipment, when I need to assist in getting finished product out to our customers. Some days I'm the bus driver, some days I change the flat tires. What we do in Reprographics would not be possible without the total collaborative effort that our team puts forth daily.

**What have you done to promote positive change in your unit's processes since your appointment?**  
Each day's goal is to have a positive attitude and share that with my co-workers in an attempt to keep them motivated while under the pressure of increasingly short deadlines. I have also played a role in selecting equipment, re-organizing the shop, and continually reviewing how and why we do the things we do. This allows us to continue to streamline our production. As of this writing, we currently have 167 orders in various stages of production. It takes specialized equipment and great people to be able to do what we do. I cannot show them my appreciation enough.

**How has your job influenced your professional growth?**  
When I started here nearly eight years ago, I had never worked for an institution or state agency of this nature. I had worked in various print shops, honing my craft along the way. I think you could say I was a bit un-polished at that time. The professional development training I've received has allowed me to increase the level of professionalism I demonstrate with customers and co-workers. This has helped not only in my work here at Sac State, but with those in my personal life as well.

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**What certifications do you hold? What does it take to become certified, and how do you feel these qualifications benefit the campus?**

I currently hold three certifications from Hewlett-Packard. All are related to our HP Indigo Digital Press.

- \*HP 5500 Operator
- \*HP 5500 Shared Maintenance
- \*HP Front End Tools (how we get our customers' files to the press for proper output)

I am also certified through the United States Postal Service as a Mail Design Professional.

The three HP courses were held at HP sites around the U.S. Having these certifications insures that Reprographics can produce the necessary work on our HP Indigo and remain compliant with the service and warranty requirements of HP. The mail design professional certification is important, especially now that postal regulations seem to change every year. There are certain regulations, that if not followed properly, could result in mail not being processed at the post office or costing the University more in postage.

Reprographics works very closely with Mail Services for many of the mailing projects that are sent out to students, parents, or alumni, and each of those mailings are different. Keeping the University's mail compliant with the USPS Domestic Mail Manual is at times harder than reading the tax code! I think it is important to note that I am not the only one certified in these areas for Reprographics and Mail Services. There is at least one other person certified in each of the categories above. We have built-in certification redundancies so we can best serve the needs of the campus.

**Who are your primary customers?**

The colleges and departments of the University and its auxiliaries are our customers - CCE, UEI, Theatre Arts, Engineering, Nursing, Athletics - to name a few, however, I think we have done at least one project for nearly every department on campus. We are happy to assist with any project, large or small.

**What are your biggest, yet most rewarding challenges?**

The challenges we face daily are meeting production needs for seemingly impossible deadlines, and continuing to grow to meet those ever increasing demands.

**What do you like best about your job?**

Besides interacting with the great people across this campus, the daily challenge. It is different every day and that's what keeps it interesting. One day it might be the Admissions packets that we print and send out. The next day, course binders for one of CCE's Conference and Training groups, or a last minute 30 foot banner thanking the basketball teams for a great season. I also like how we have been able to help the design students with their projects. Working in an in-plant as we do, we typically see University branded materials. For two to three weeks each semester, we work on projects for the graphic and interior designers of the future, and it is great to see the fresh ideas Sac State Students create.

**What is your favorite aspect of working on campus?**

The relationships I have been able to cultivate - there are some really great people on this campus.

**Why and how would someone contact you?**

They would contact me if needed some printed product. That's a wide gamut - business cards, brochures, booklets, programs, posters, banners - it is nearly limitless.

I can be contacted by email or phone. Probably better by email, since I might not always be sitting in my chair!

[reprographics@csus.edu](mailto:reprographics@csus.edu)  
278-6198 (main line)  
278-2982 (direct)

**What does Sac State's "Redefine the Possible" initiative mean to you?**

In its simplest form, it means to expand what your perception of possible can be, how far can you really reach, how high you can go? With the increased demands on the printing industry in general - shorter production times, higher quality, more color - I like to think that we in Reprographics redefine what is possible every day.