



A&F NEWS

Volume IV, Issue 2
October 2012

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Wellness Works for IUP

By Lindsey McNickle, Benefits Manager

Did you know that the United States spends significantly more on health care than any other nation yet our life expectancy is far below many other nations that spend less on health care each year? More than 75 percent of health care spending in the United States is on people with chronic conditions such as heart disease, stroke, cancer, diabetes, and arthritis. Forty-five percent of Americans have at least one chronic illness and each year these chronic conditions account for 70 percent of deaths. Although these statistics show that chronic conditions are among the most common and costly of all health problems, the good news is that many are preventable and can be managed by mitigating risk factors, making lifestyle and dietary changes and following prescribed treatment regimens.

The Power of Prevention

The Center for Disease Control (CDC) estimates that 40 percent of cancer and 80 percent of heart disease, stroke, and Type II diabetes could be prevented if we exercised more, ate healthier, and stopped smoking. In addition to adopting healthier behaviors, early detection efforts such as screenings and preventative exams and appropriate management of existing diseases and associated disease complications can also lessen the impact of chronic health conditions on health in both the short-term and long-term.

Why Worksite Wellness Matters to You

Our health not only impacts us but also those around us. We all know how our health and well-being impacts those closest to us, our family and friends, but what impact does our health and well-being have in the workplace? Reduced absenteeism, lower incidents of work-place injuries, enhanced productivity and improved employee morale are all positive organizational benefits of a healthy workforce. Additionally, for me, the most tangible result of a healthy or unhealthy workforce is the health care contribution that is deducted on a biweekly basis from my paycheck.

How is that health care contribution calculated? One method used by insurers to set the premium amount for insurance plans is experience rating. Using this method for a group health plan, insurers use the past history of the group's medical claims as the basis for determining the plan premium. In the case of an employer's group health plan, an unhealthy workforce can lead to increased hospital stays, doctor's visits and the use of prescription drugs which in turn increases the number and amount of group medical claims and results in a higher health insurance premium for both the employer and the employee. Prevention through healthier lifestyles, screening and exams and proactive management of health conditions equals less hospital stays, doctor's visits and the use of prescription drugs and an overall healthier workforce, resulting in lower group health care costs. This is why worksite wellness matters to you.

Wellness Works for IUP!

Wellness Works, the campus wellness program for IUP faculty and staff, began in 2008 with the mission of helping IUP employees and their families achieve and maintain better health through lifestyle changes and, ultimately, to reduce our health care contribution. Each semester, Wellness Works offers employees the opportunity to attend a variety of health wellness programs, most free of charge. Many of these programs are also open to family members as well. In addition, Wellness Works promotes and provides information on campus resources for health and wellness. These programs are posted on the Office of Human Resources website, www.iup.edu/humanresources/benefits under the "Wellness Works" link.

The Wellness Works wellness committee is also seeking new members to help develop new campus wellness programs for the entire IUP community. If you are interested in joining the Wellness Works committee, please contact me directly at (724) 357-2431.

What's New in Budget?

By Robert Deemer, Budget Director

Position Budget Management, also known as "PBM," is a new personnel financial system that has been developed to calculate, monitor, estimate, and manage the university's \$137 million personnel budget. PBM was developed over the past two years through a collaboration of PASSHE personnel along with pilot universities which included IUP, Mansfield, and Bloomsburg. IUP's original FY2012-13 personnel budget was entered using PBM system calculations and processes.

Personnel costs at IUP currently account for approximately 75% of the university's annual budget. Historically, the Budget Office manually maintained budgeting and tracking for these costs until the inception of PBM on July 1, 2012. This new system allows for the automated creation and management of annual personnel budgets within the SAP Business Warehouse (BW). The accuracy of this process is greatly enhanced and simplified by utilizing SAP Human Resources information already maintained within the system. Position budgets are created for each employee's expenses per pay period. This level of detail enhances the reporting and decision-making capabilities. Personnel commitments are estimates of salary and benefit expenses for any given fiscal year and PBM provides the capability to forecast these future obligations. The system also offers an accurate analysis of committed expenditures. Payroll postings are calculated through PBM to enable reporting of actual expenditures in comparison to the projected annual budget, thus allowing a more precise savings calculation.

Another valuable function of PBM is the ability to create and manage additional funding sources through the use of Pool Positions. Pools enable budgeting of funds for expenses which can occur for short time periods or for specific projects or positions throughout the fiscal year. Positions are assigned against these pools as their sole funding source. PBM enables easy identification and transferring of budget dollars from the pool source to the fund center where the expense has occurred. Similarly, vacant position budgets can be calculated through PBM reports based on university requirements and specific time frames.

The PBM system also provides estimates and enables annual automated transfers of projected accruals. Personnel accruals are needed at fiscal year-end. PBM will allow IUP to have greater involvement with these calculations and the specific items included in various accruals for salaries and benefit projections.

Currently, Lock Haven, Edinboro, and Slippery Rock universities have joined the pilot schools in actively using PBM. Kutztown, East Stroudsburg, and West Chester have elected to begin PBM implementation and to use the new system for their personnel monitoring needs. As the IUP Budget Office continues to learn all of the capabilities PBM has to offer, we believe this system will continue to exceed our expectations of accurate and timely budget estimates and projections.

Did You Know that there is an Arboretum at IUP

By Tom Borellis, Special Assistant to the Vice President

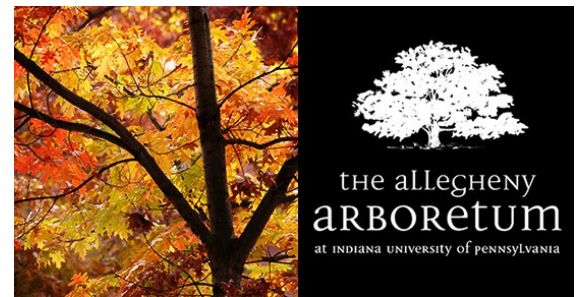
In January of 2000, President Larry Pettit appointed a group of people, from both the university and the Indiana communities, to an Arboretum Board, under the direction of Dr. Jerry Pickering. Their charge was to begin the process of establishing an arboretum on the IUP campus. Thus started a 10-plus year process to define the area of the arboretum, its mission, and to create programming for planning, design, and maintenance. The Allegheny Arboretum at Indiana University of Pennsylvania has become an official part of the university and is administered by the vice president for Administration and Finance. However, the membership and use goes beyond the university into the Indiana community and region.

Okay! What is an arboretum? An arboretum is a living museum established for the growth and effective display of trees, shrubs, and vines. The specimens are maintained, labeled, cataloged, and mapped. The characteristics of the grounds, the collections, and the types of research and educational programming provided set each arboretum apart. The mission of the Allegheny Arboretum at IUP is to provide a learning environment that will advance our global understanding of temperate forests, cultivate an aesthetic appreciation for regional flora of the Allegheny Plateau, and demonstrate applications of woody plant material to modify and mitigate local conditions.

The Allegheny Arboretum's name is based on the Allegheny Broadleaf Forest in the region; the location of Allegheny Mountains, which begin with Chestnut Ridge to the southwest of Indiana; and that the region is part of the Allegheny Plateau section of southwest Pennsylvania.

This arboretum at IUP is basically the entire 341 acres of the IUP campus. Presently there are approximately 1,200 trees, representing 76 tree species just on the north campus. One tree of each species has been identified by placing an informational tree plaque or tag on or near the tree. In addition to the existing trees etc, the arboretum board is working on the preparation of a long range master plan. As a step toward the long-range planning process a mini-plan was prepared by a nationally-known arboretum consultant, Terra Design Studios. This mini-plan has been incorporated as an overlay to the IUP Long-Range Campus Facilities Master Plan and defines several areas for proposed development, including the area in and around the Kovalchick Complex and the proposed hotel area. This area will ultimately consist of restored creeks, new ponds, riparian forests, mesic meadows, and naturalized plantings. This will compliment the extension of the Hoodlebug Trail into the IUP campus and on to Philadelphia Street.

The Allegheny Arboretum at IUP is entirely privately funded. The funds are solicited and maintained by the Foundation for IUP. Presently the arboretum board is working with the university and the foundation to raise money to complete the master plan.



The Central Storeroom: Continuously Evolving to Help You, the Campus Customer!

By Michele L Fatora, Supervisor, Central Stores

The Central Storeroom continues to grow on a daily basis. We strive to provide products and services that you, our campus customers, need and request. We have set high standards for our product availability and customer service. Although we obviously cannot carry every material that every person needs, we are glad to work with each of you to determine materials best suited for campus use.

The Central Storeroom currently stocks over 2,900 office, custodial, and maintenance materials. This includes over 40 of the most popular toner and ink cartridges, general office supplies, medical and first aid materials, and antibacterial materials such as hand sanitizers and wipes. If you take the time to view our material list on SAP (transaction MM60) or through the ESS portal, you will also see that we can provide items such as tissues, batteries, various tapes and labels as well as IT items such as keyboards, cables, and cleaning materials.

A key area of our storeroom is our on-demand counter service. Our storeroom counter is open to all needs of the university. Although primarily used by our maintenance department, our campus customers are also welcome to pick up their SAP reservations when urgent needs occur.

SAP reservations entered by 2:00 pm by you, our campus customer, will be pulled and delivered by the beginning of business the following morning, less than a 24 hour turnaround. We can also provide on-demand delivery service via our Hot Shot driver. Simply let us know your reservation number and we will get the materials to you quickly, same day, and even the same hour if necessary!

For more information on referencing what we have available to you in the storeroom as well as the services that we provide, please visit our website at www.iup.edu/centralstores.

IUP Assumes Administration of I-Card Office

by Mary Shaffer, I-Card Office

Beginning on July 1st, 2012, the I-Card office located in the Hadley Union Building was transferred from Student Co-op Association management to IUP Card and Vending Services management. Several procedural and equipment improvements have been implemented in order to make the office more responsive to student needs.

New equipment such as computers, card printers, cameras, and a cash register shortened the wait time for card production and helped with both freshman and international student orientations. Numerous students and employees have commented on how fast the new system works.

Expiration dates have been added to the back of the I-Cards, so that all students will have a proper identification card in regard to the state of Pennsylvania's Voter ID law. For those with an older chip card, expiration stickers are able to be added at the I-Card office.

Another new feature is that Crimson Cash can now be added to I-Cards through cash or check at the I-Card office, as well as, the Bursar's Office. In addition, students are able to use Crimson Cash funds to pay the replacement card fee.



Kovalchick Complex News

By Jim Grafstrom, General Manager, Kovalchick Complex

The Spring season at the Kovalchick Complex delivered on its promise of an entertaining variety of events for all show-goers and convention seekers. Multiple shows sold out their respective performances in Indiana, PA and the largest conference to date took place in the facility in May.

Country Music's 'CHIEF' Eric Church, with special guest Brantley Gilbert, brought their 2012 'Blood, Sweat, and Beers Tour' to Kovalchick Complex on March 3rd. This concert was monumental for the facility as it was the first concert to feature a national promoter. Its success was crucial to the future of the facility as it opens the door for repeat bookings by the national promoter.

Not to be outdone, Dierks Bentley took the stage with Eli Young Band on May 5th. This concert featured another new promoter to the Western PA Region and was again a tremendous success. The show marked the second consecutive concert sell-out at the Kovalchick Complex and opened more doors for future events with another national promoter.

The complex once again recognized successes in family entertainment as Disney Live!, Arenacross, Toughest Monster Truck Tour, and Ringling Bros. and Barnum & Bailey Circus all passed through Indiana leaving many smiling children in their wake.

The Conference Center is just beginning to recognize its true potential as the daily usage percentage for rooms in the facility continues to rise. The conference that had the most impact in the spring was Accelerated Christian Education (A.C.E.) – International Student Convention, which brought over 2,500 people to IUP for a 5 day period in May. Booked in conjunction with IUP Conference Services, this event truly shows the impact that the facility can have as the conference attendees utilized the new housing on campus, the dining hall and of course, the Kovalchick Complex.

The future looks bright at the Kovalchick Convention and Athletic Complex. The Global Spectrum staff is dedicated to the success of the facility in Western Pennsylvania. We will continue to make every effort to form lasting relationships within the community, develop business partners and sponsors, utilize our many media partners, and most importantly deliver on the promise to Indiana University of Pennsylvania, the community of Indiana County, and patrons to the facility, to pursue first rate entertainment while making use of the many Global Spectrum management practices that allow us to keep the Kovalchick Complex operationally efficient.

An Outstanding Summer for Conference Services

Kathy Evanko, Director of Conference Services

The month of May started off the Conference Services summer schedule by welcoming the **Accelerated Christian Education International Student Conference** which brought more than 2,400 high school students and adult staff from across the United States and over twenty countries to our campus for the start of 2012 conferences. This academic event had



students competing in more than 140 events to demonstrate their abilities and achievements in a wide range of categories including, art, music composition and performances, Bible memory, athletic events, woodworking, board games, and acting. Students were housed in several residence halls, had their meals in the dining halls, and used the entire Kovalchick Complex, as well as, various academic and athletic facilities.



July again saw the return of the **North American Ghanaian 7th Day Adventist Church** group for their summer church retreat. The approximately 1,200 adults and children, originally from Ghana but now living across the United States, used the entire Kovalchick Convention and Athletic Complex. They stayed in several residence halls and had their meals in Foster Dining Hall.



August was a busy month with not only the return of the **Advanced (American) Dog Show Judges Institute (A.D.S.J.)**, but Conference Services was also proud to have coordinated the Pennsylvania Kiwanis District Convention, a first for Indiana County.

In the dog world, the A.D.S.J. Institute is the only one of its kind, and is considered to be very prestigious, attracting participants from all across the United States. Attendees are either already a judge of one or more breeds and interested in elevating their skills to a

higher level, or they may be attending to learn the standards of judging a different breed. Learning workshops were held in the morning, with one dog in the classroom for demonstrations of the "standards" for each breed, and the afternoons were spent outside under the tent where a mock dog show took place with participants putting to practice what they learned earlier that day. The objectives of this event are to represent the good, welfare, and education of AKC approved Dog Show Judges in America, and additionally to further the advancement of purebred dogs.



The dog breeds fall into 10 specific groups, such as Working, Non-Working, Toy, Terriers, Herding, etc.,



and there are a minimum of 16-18 breeds brought in from each group each day. Community members are welcome to visit and observe throughout the week.

Conference Services received many wonderful compliments from the **Pennsylvania Kiwanis District Convention** attendees for a very successful event. Kiwanis is a global organization of volunteers dedicated to "changing the world, one child and one community at a time." The 250+ participants had their choice of a variety of educational and fun sessions, re-elected officers, had the honor of having not only two International Trustees in attendance, but also Punxsutawney Phil, an honorary "Kiwanian" stopped in for a visit!



Snowflake

By Jim Ferguson, Procurement Services Vartan Way SAP Support Person

In Quang Tin Province, Republic of South Vietnam, during the wee hours on March 28, 1971, Fire Support Base Maryann was partially overrun. This "fire support base" was basically a hill in the middle of nowhere with barbed wire around it. There was artillery and mortar support for my infantry company located here. When we came into contact with the enemy, we could call for "fire support" or an artillery "fire mission" from Maryann. Hence the Fire Support Base name. Alternatively it was referred to as LZ Maryann. LZ, or Landing Zone, for helicopters. When we talked about it, most often, we just said, "The Hill."

The attack began with the enemy dropping some mortar rounds on the hill. With their own mortar rounds still falling, an estimated 50 sappers (Viet Cong commandos) rushed through the barbed wire. These are very well trained soldiers. I was NOT on Maryann that night. If I had been there, it's likely I would have been killed in that first wave, since part of the bunker where I would have been sleeping no longer existed. It had been blown into debris by explosives. Many years later, I learned that the sappers had fired a rocket propelled grenade into that bunker.

One of those initial mortar rounds made a direct hit on our own mortar hootch. I knew the man sleeping inside. Like many Army buddies, I knew him only by a nickname. Everyone called him "Snowflake," because of his prematurely white hair. Snowflake was blown out of his bed and knocked unconscious. When he woke up, he found that shrapnel from the exploding round had hit him directly in the face, blinding him. He crawled out of the rubble that had been his hootch. He heard some guys passing by and called for help. They turned out to be two enemy sappers. They jumped on him and robbed him of his watch and wallet. I'm sure that they would have just killed him, but he was defiantly cussing them out along with Ho Chi Minh.

They started to drag Snowflake towards the wire. (I really have no idea what they planned to do with him. In his wounded condition, he wouldn't have made a good prisoner. My guesses - and they are only guesses - are that they planned to beat him to death or torture him, or maybe they just wanted the psychological effect of one of our guys being missing in action.) Another GI heard this ruckus and fired in their direction with an M-16. The sound of an M-16 and the enemy AK-47 rifle are distinctly different. This is important information in a combat zone and it takes only one or two times of being close to the rifle fire to recognize the difference. Snowflake knew that this was "friendly fire" and he figured that it was his best chance to escape. His "plan" was to bite the guy holding him, use his arms to protect his head and run away. He bit the sapper as hard as he could and pulled away as the grip loosened. Unfortunately, since he couldn't see anything, he tripped and fell almost immediately. The sapper was furious and, at point blank range, he emptied the AK-47 magazine into Snowflake, hitting him in the forearm and leg. I don't know how many rounds this was. A full AK clip holds 30 rounds.

The next morning, the helicopters picked us up in the field and brought us to Maryann. It was devastating. That day was by far the worst I spent in Vietnam. In my memory, I spent all day loading body bags into helicopters. I distinctly remember one of these bags swinging a bit and the dead weight banging into my leg as we loaded it. I felt like I would vomit. My memory could not really be accurate, there were "only" 30 or 33 dead GIs and it does not take "all day" to load this number onto helicopters. I have since learned that a distortion of time is not uncommon during traumatic events. In addition, I suspect that they had only one helicopter flying this low priority mission. With a total round trip time to the rear of over an hour, perhaps it DID take all day - it just wasn't a continuous activity. It was a bad day for me, but much worse for the people I was loading into the chopper.

The enemy continued low level harassment during this period, firing mortar rounds, small arms and occasionally a machine gun at us. The small arms fire intensified every time a helicopter came in. Although we reacted to this, it wasn't a huge threat. The nights were a different story and we waited for a second wave of attack that never came. My point here is that we didn't have much time to think about dead people or what it meant or any of that - we had to keep going.

A few days later, we went back to a rear area for a few days of standdown. Standdown just means no military activity. We had standdown every 60 days - a few days of rest along with beer and steaks. The rest of the time, we were either on Maryann or out in the bush. When we got to the rear, I learned that Snowflake had survived. He was in the hospital there. He and I were "acquaintances"; he was a friend of my best buddy in Vietnam. My buddy went in the hospital to see him, but I could not bring myself to see him in that state. I knew he was messed up BAD and I couldn't handle it. So I passed on that opportunity to see him. With his severe wounds, as soon as he could travel, he was evacuated to a hospital outside Vietnam. Of course I didn't see him after that one missed opportunity.

I always wondered what happened to Snowflake. I mean did he "make it" after he came home? Did he really survive his wounds? And maybe the question I was afraid to ask, did he survive the mental wounds he surely had? Did he make it IN LIFE after that point? There was just no way for me to find out. I didn't even know his real name. And my buddy was named Bill Johnson. Do you know how many Bill or William Johnson's there are in North Carolina? I've talked to a number of them before I found the right one.

In 1995, a book about the attack on Maryann came out. The title is Sappers in the Wire: The Life and Death of Firebase Maryann. Even today, the title makes the hair on my neck stand up. "Sappers in the wire!" is one of the most frightening warnings I can imagine. The story of Snowflake was recounted in the book and I finally learned his real name is Don Rice and that he lives in Cincinnati. The book was unclear as to whether he regained his sight. With more than a little apprehension, I picked up the phone and called him. I was mentally going over what I would say. I was thinking that I would offer to send some pictures of me from that time. And then I mentally kicked myself, since I didn't know if he'd be able to see them. As I indicated, he and I were not close buddies. Although we had spent some time together, I knew he had no reason to remember me.

I made the call. We had a very warm conversation. This seems to happen every time I reach a buddy from Vietnam. I can't explain, but there's just this closeness or bonding that develops when you depend on people for your very life. When you KNOW, I mean you KNOW FOR CERTAIN that these people would DIE to protect you - and you would do the same for them. They are closer, sometimes much closer than family. We chatted for a while. I was relieved to hear that he regained his sight. Eventually, we linked up that summer over the Fourth of July weekend. It was good to see him and really good to know that he did make it - make it in life. He married a widow and they raised two daughters successfully. He is on 100% disability from his wounds and also does some part time wood working. He was president of the local chapter of Vietnam Veterans of America. He has his problems, but you know, all things considered, he was doing okay.

This next part is hard for ME to believe, and I SAW it. When I saw Snowflake in the summer of 1995, he STILL had a draining wound on his leg, almost 25 years after the injury. To be sure, he owns a big piece of the blame for this. He smokes too much and drinks too much. He doesn't lay with his leg elevated "forever" like the doctors tell him to. And after eight surgeries, he simply refuses to have any more.

You ask me what Veterans Day means to me. I think about Snowflake and what it cost him to be in the US Army. That's what it means to me.



Casting for Recovery Retreat

By Donna Wolfe, Payroll Services

As many of you know, I have been battling breast cancer for a year now. I recently had the opportunity to attend a retreat for women who have had or who currently are receiving treatment for breast cancer. The name of the retreat, **Casting for Recovery**, is held once a year at The River Village at Spruce Creek near Tyrone, PA. Only a small group of women are selected to attend. This year there were 14 participants and 10 staff who facilitate the activities for the weekend. During the weekend-long retreat the participants learn to fly fish. Fly fishing is a good exercise for breast cancer patients, especially those recovering from surgery. On Saturday we learned about the equipment, what fish eat and how to cast. We spent the afternoon in the field next to the barn practicing our casting. Along with the fishing we also had group discussions on the emotional and physical effects of breast cancer. It was a wonderful weekend. The group discussions were informative and helpful. The food was delicious and healthy, and the fly fishing was lots of fun.

On Sunday morning after breakfast, 14 men who fly fish and volunteer for this event, our "river helpers," pulled into the lodge. We were given hip waders and boots so that we could venture out into the water. We were each assigned a river helper who took us about waist high into the water and helped us with fly fishing. It was a beautiful morning and was great being in the water listening to all the sounds of nature around us. My helper, Bob, was very patient with me. We would have caught a fish had I been a little quicker with pulling the rod out of the water. We fished for a couple of hours and had a great time.

It was a wonderful experience to meet so many women that have gone through or are going through what I am currently experiencing. Several of the staff who organize and help for the weekend are also breast cancer survivors wanting to give back and to help others dealing with this horrible disease. They volunteer many hours raising money for this event. There is no cost to the participants due to all of their efforts. It was amazing to see so many men also volunteer their time to help with the retreat. Some of them have been doing it for the 4 years that it has been held.

For information or to register on-line to attend the **Casting for Recovery** retreat, go to www.castingforrecovery.org. The national office is in Vermont but they want to get the word out so that local women will apply to attend. If you know of someone that had or has breast cancer, please share this information with them and have them apply for the retreat. It was an amazing experience and I was very fortunate to be selected to go. I think that any woman would enjoy and benefit from such an experience.

Cancer has touched most of us in some way, whether it is breast cancer or some other type. So next year when our division is preparing for the Relay for Life, think about signing up to walk, contributing food, or making a donation. If we all support the Cancer Society, maybe someday we can win the war against cancer!



Community Service

By Mark Labant, Cogeneration Manager

Community service takes place in many forms. The call for community service for Cogen Plant Operator Victor Nastase is serving on the board of directors for the Blairsville Cemetery Association. In 1853, several of the business leaders in Blairsville formed the Blairsville Cemetery Association in order to provide a burial site for their community. They modeled their organization on the Mount Auburn Cemetery just outside Boston, Massachusetts and Pittsburgh's Allegheny Cemetery. The cemetery's board of directors is responsible for all phases of cemetery operation from record keeping, to plot sales, to lawn care, and to the maintenance of the financial health of the organization.

Part of Vic's duties as a director of the cemetery is to ensure that the records are immaculately maintained. There have been over 13,600 internments at the Blairsville Cemetery over the past 159 years. From the well-maintained records researchers have found there are over 4,500 veterans buried in the cemetery from our country's Revolutionary War through the current conflict in Afghanistan. As our country approaches the 150th anniversary of the Civil War, the Blairsville Cemetery records indicate 155 Civil War Veterans are buried there, which include 12 members of the US Colored Troops and one member of the Army of Northern Virginia. Since the records of the past are essential to maintaining the local history, the board of directors has recently implemented a computerized record keeping system to track the location and information of all who are interned in the Blairsville Cemetery.

The directors are entrusted with the maintenance of the facility. Vic constantly tours the cemetery grounds for any signs of vandalism or weather damage. Mowing grass is a never-ending project and the well-manicured grounds of the cemetery show that the directors are committed to keeping the facility immaculate. Monument damage is a constant problem. Several of the monuments and mausoleums were installed over one hundred years ago. The directors of the cemetery have inherited the expenses of maintaining many of these memorials since many of the families have either died off or moved away over the course of the cemetery's 159 year history.

Finances are an issue with the cemetery, the same as all other institutions. Vic and the rest of the board constantly strive to maintain the cemetery as beautiful as possible and to stay in the constraints of a very tight budget. With mowing costs, monument repair, garbage removal expenses (all those flowers and other paraphernalia eventually must go somewhere), excavating costs, and road maintenance constantly increasing, the board must be vigilant with all expenses. The cemetery has no major endowment and relies solely on the revenue stream generated by the sale of burial sites to continue its operation.

Mausoleums, monuments, and headstones reveal something about those individuals interned in the Blairsville Cemetery. From the most grandiose mausoleum erected over one hundred years ago to the most recent granite headstone adorned with a sandblasted Harley-Davidson emblem, it is the community service of Victor Nastase and his fellow directors of the Blairsville Cemetery that will guarantee the preservation of these expressions of personal history will be passed on to future generations.



Yee Haw!!

By Mark Geletka, Associate Vice President for Facilities Management

Note: This is the first of a two part article which I labeled *Anticipation*. Part II will be in the next issue of A/F News titled *Participation*. I once had a boss that told me many times that anticipation is the better part of participation. I was never exactly sure what that meant, but I'll let you know how it works out.

Part I - Anticipation

This past January was like most Januarys for Phyllis and me. We took a Saturday morning to reflect on the past year and, more importantly, to plan some activities for the upcoming year. I suspect this process is pretty common among most couples and families. But this year Phyllis and I celebrated 40 years of marriage (to each other) and we wanted to do something a little more special.

I've always wanted to visit the west and while I've experienced trips to Las Vegas and Palm Springs, I wanted to get closer to the real west and to enjoy a less hectic area of the country. Phyllis reminded me that I've frequently expressed an interest in going to the Grand Canyon and surrounding area. For the first time in a long time, we didn't have kids in Europe or some other foreign country that provided us with an excuse to visit off shore, so we decided that it would be the Grand Canyon in 2012!

As Phyllis and I sat in our home office that Saturday morning in January perusing the various options for visiting Arizona and the Grand Canyon, I commented to her that seeing the Grand Canyon would be spectacular for sure, but that I would like to have a bit more active visit to the "big hole". We kept looking on various web sites for things to augment our visit to the 'Canyon' when Phyllis declared, "Here's a mule ride adventure down the canyon!" She quickly pointed out that you ride the mule back up the canyon as well. I was relieved to hear about the ride back up. I'm still not sure why we thought this option sounded good because, first of all, neither of us have ever rode a horse or mule before in our lives. Secondly, Phyllis is admittedly the least adventurous person known to mankind.

As we continued to investigate this 'mule' option, we learned that the fall season would be an excellent time to visit Arizona. Phyllis told me to call for reservations; we thought there would be plenty of days to choose from since it would be in the fall and most likely, family vacations would be over and there would fewer folks on the trail. Well, that wasn't a very accurate scenario. I phoned the booking agent for the Grand Canyon activities and she quickly advised me that only two dates remained open for the two-day mule trip in the canyon; October 4th and 5th or two days later in November. I covered the phone, looked at Phyllis, and she gave me the thumbs up on the October date. Back on the phone, I began the process to arrange and confirm our Grand Canyon adventure.

The booking agent was pleasant and very accommodating in arranging our stay at the top of the canyon along with the two-day, overnight mule adventure down.... and back up.... the

Grand Canyon. After we had our lodging details confirmed, questions about the mule trip itself began. "Are you afraid of large animals?" I answered "No" (Unless they intend to eat me, I thought). "Are you afraid of heights?" (I thought of Ray Wygonik and how he'd shutter at this question). I answered, "No" (Liar!). "Are either of you over 200 pounds?" Ah. Oh. I answered, "No" (Big fat liar!). "Do either of you have any health problems that would prevent you from making the trip down the canyon and back up?" So I'm asking myself, does heart disease, diabetes, and hypertension count? I answered, "No." But now I have to go to confession!

Well we got through the questions and briefing and we finally got our plans confirmed. We were thrilled that all of the plans, dates, and activities seemed to work out the way we anticipated (there's that word again). I thanked the booking agent and we even received an email confirmation before our phone conversation was over (love this technology!).

Everything is good, right? Hold on, partner.....

While I was on the phone with the booking agent, Phyllis, Ms. Non-Adventurist, was surfing 'You Tube' looking for clips of the mule ride down the Grand Canyon. Suddenly, but slowly, she raised her head up over her computer screen with a pale complexion and asked me in a panic stricken voice, "What was the cancellation policy for the mule trip?" Seems she found several You Tube clips on the mule ride down the canyon and discovered that the mules walk down a trail that is carved in the side of the canyon wall, wide enough for either one mule or one hiker but not both at the same time! I assured her that hundreds of thousands have mounted the mules and successfully traversed the big canyon. I don't think she heard any of that. Still panicked, Phyllis would need to find some courage and she would need to be sure her supply of Xanax was sufficient... For her and her mule! The image that flashed in my head was a scene where we drugged her up and strapped her to the mule.

Well as you might imagine, we started our preparation for the trip. We received a list of items that were recommended for the trip and we began to assemble our stuff. I had to lose a few pounds; we needed boots, hats, bandanas, pills, a good therapist, and a mustache! The mustache idea came from watching the movie *City Slickers*; I couldn't go looking like a 'Dude'. I had to look like I've been out on the range for six months! We began taking trail rides on nice, calm, gentle horses to get acclimated to 'large animals'. In the process, we also got acclimated to sore butts and shaky leg muscles. All the details seemed to be in place and we thought we were ready to conquer the canyon! Off we went!

Stay tuned for Part II.



Mission Trip to Kampala, Uganda

By Nathan Hartle, Accounts Payable Student Employee

My name is Nathan Hartle and I am currently a 19-year-old junior studying finance. I am a student employee in the Accounts Payable Department in Financial Operations. I recently traveled to Kampala, Uganda this summer on a two-week construction mission trip. I, along with a dozen others, worked in two groups of orphanages around the Kampala region, which is the capital of Uganda. It was such a blessing to get the opportunity to help the Ugandan children and their communities. Although Uganda is one of the most impoverished countries in all of Africa, every single orphan child and caretaker was incredibly grateful for the contributions that we were able to provide. The first week we were able to help build a retaining wall along a children's school. This wall was in Watoto village, which is an organization that tries to bring single mothers and orphans together. This allows for the children to have an adult figure in their life as they grow up. The wall went up quicker than we thought and within the first week we were able to move on and help with other walls around the orphanage. The second week we then spent our time with a 21-year-old man named Patrick, who, with the help of one mother and a friend, watches over 50 to 60 orphan children. The environment these children were in was horrible as the orphanage needed much repair. We were able to provide these kids not only with school supplies, but beds, mosquito nets, new walls, food, general repairs to the interior of the building, as well as modifications to the school room, and some toys. When we first stepped into the orphanage, the children were playing with sticks and a plastic bottle as this was their only "toy." Seeing the hardships truly affected my life as it helped me to be grateful for how blessed I've been. Please pray for those not only in Uganda, but also all over the world who struggle daily to survive. I've been blessed and hope that one day I can return to help those who face such challenges.



Emergency Operations Coordinator

By Sam Clutter, Director, Public Safety and University Police

The Public Safety Office at IUP has been evolving with the needs of the community. Recently, Andrea Campbell has returned to our department as the University's first Emergency Operations Coordinator. Andrea was previously employed at IUP as a Police Officer, most recently associated with the Crime Prevention Unit.

Andrea will work with the Director of Public Safety on proactive strategies that involve emergency response, education, and interaction with county agencies to better develop IUP's Emergency Operations Plan.

Public Safety has been focused in a very different manner in the past ten years. There is an expectation of an organized, professional response to emergency situations that occur in public settings. Merely reacting to what has happened is no longer enough to satisfy a public that is conscious of appropriate emergency response and that recognizes a lack of planning when an incident occurs.

Some duties that await Andrea in her new position are the following:

- Develop Emergency Action Plans for specific events.
- Coordinate planning, communication and strategy with appropriate community agencies to utilize all available resources.
- Focus Public Safety strategies into the classroom.
- Introduce the University Emergency Operations Plan to the university community.
- Seek external funding for equipment and education to make the Public Safety Office better prepared for emergency situations.

Andrea will begin to reach out to all areas of the IUP Community with ideas that will benefit our faculty, staff, and students in times that require emergency preparedness. Expect to see her soon with ideas that will make our University a more safe and secure place to live, work, and learn.

Congratulations...

The Finance and Bursar areas have grown over the last five months. Four employees became first-time grandparents.

Marcella Capitosti in the Bursar's Office was the first to receive this honor. Her new granddaughter, Ella Jane Templeton, arrived on April 9, 2012. She weighed 7 pounds, 6 ounces and was 20-1/2 inches long. Ella is the daughter of Matt and Amanda Templeton.

Brenda Penrod, Assistant Director of Financial Operations, welcomed her new grandson, James Michael Penrod, on May 7, 2012 at 11:20 pm (40 minutes short of his due date). He weighed in at 7 pounds, 11 ounces and was 20 inches long. He is the first child of Michael and Christa (Poper) Penrod.

Karen Alsop in the office of the Associate Vice President for Finance became a Grammy to Ella Raeann Dolney on June 27, 2012. Ella weighed 7 pounds 1-3/4 ounces and measured 19-1/2 inches long. Ella's proud parents are Tim and Adelle Dolney.

Rick White, Director of Financial Operations, greeted his new grandson, Cameron Robert States, on August 17, 2012. Cameron weighed 7 pounds, 11 ounces and measured 20 inches long. He is the son of Bill and Nicole States.

These grandchildren all have ties to IUP besides their grandparents. Matt and Amanda Templeton, Michael and Christa Penrod, Adelle Dolney and Nicole States are all IUP Alumni!

Congratulations to all!!



Employees on the Move

Over the last four months, July 2012 through October 2012, the following employee changes have occurred:

Please welcome the following employees who are new to the A&F Division:

- Jodie Grigas, budget analyst in the Budget Office, July 16
- Craig Peterson, part-time clerk in the Post Office, September 17

The following employees have moved to a new position in the A&F Division:

- Cindy Sisko, from the IUP Libraries to fiscal assistant in Financial Operations, Grants and Special Funds Accounting, September 17
- Andrea Campbell, from police specialist to emergency operations coordinator in Public Safety, October 8

The following employee retired:

- Kathleen Manion, Human Resources, July 13



**Management Team
Administration and Finance**

Dr. Cornelius Wooten
Vice President

Mr. Mark A. Geletka
Associate Vice President for Facilities Management

Ms. Helen Kennedy
Associate Vice President for Human Resources

Ms. Susie Sink
Associate Vice President for Finance

Mr. Sam Phillips
Assistant Vice President for Administration

Mr. Tom Borellis
Special Assistant to the Vice President for Special Projects

Mr. Bob Bowser
Director of Procurement Services and Central Stores

Mr. Samuel Clutter
Director of Public Safety and University Police

Mr. Bob Deemer
Budget Director

UPCOMING EVENTS

Daylight Savings Time Ends	Sunday, November 4
Election Day	Tuesday, November 6
Veterans' Day	Sunday, November 11
Thanksgiving Recess— No Classes	November 19—25
Thanksgiving Day	Thursday, November 22
Classes End for Fall Semester	Monday, December 10
Final Exams Begin	Tuesday, December 11
Final Exams End	Friday, December 14
December 2012 Commencement	Saturday, December 15
New Year's Day	Tuesday, January 1

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