



A&F NEWS

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A MESSAGE FROM THE VICE PRESIDENT

By Cornelius Wooten, Ph.D.



A new academic year is well underway. The Administration and Finance Division has once again positioned the University to have another successful academic year.

It is most befitting for me to pause to say thanks to each of you for the dedicated service you provide IUP. Without your efforts, the University's mission would not be realized.

You have heard much about the economic challenges which are facing the nation, the Commonwealth, and PASSHE. This situation is real. All public higher education institutions are having to grapple with these economic challenges. Many years ago, I would have said we must do more with less. Today, however, I say we must do the same (but even better) with less.

While it is natural for all of us to be concerned about our future economic states, I ask that you not be overly consumed with this matter. In order to avoid or minimize a reduction in workforce, the administration is committed to a systematic workforce planning initiative, which ensures an orderly, open, and fair process. In the meantime, please know that your work is valued.

I continue to challenge each of you to embrace our customer service focus and thank you for your commitment to our four tenets: quality, service, excellence, and accountability.

Your suggestions and ideas as to how the Administration and Finance Division can better serve IUP are most welcome.

Remember, **IUP starts with you!**

Preventive Maintenance – It's for Everyone!

By Mark Geletka, Interim Vice President for Facilities Management

Here it is, the beginning of the Fall Term 2010-2011. The campus is absolutely alive with new and returning students (as it should be). Projects from summer - while we can never figure out how it escaped us - are closed or closing, and we are planning the upcoming year and beyond. While we are some eight months out, the topic of our Annual Steam and Electric Life Cycle Maintenance initiative begins to emerge and, as in most years, the question of why it happens and when comes to mind. As we continue to try and be a proactive part of our campus family, we thought it might be beneficial to share some insight into this preventive maintenance phenomenon from an outsider's point of view and would like to share these thoughts from Reliasoft Corporation:

What is Preventive Maintenance?

Preventive maintenance (PM) is a schedule of planned maintenance actions aimed at the prevention of breakdowns and failures. The primary goal of preventive maintenance is to prevent the failure of equipment before it actually occurs. It is designed to preserve and enhance equipment reliability by replacing worn components before they actually fail. Preventive maintenance activities include equipment checks, partial or complete overhauls at specified periods, oil changes, lubrication and so on. In addition, workers can record equipment deterioration so they know to replace or repair worn parts before they cause system failure. Recent technological advances in tools for inspection and diagnosis have enabled even more accurate and effective equipment maintenance. The ideal preventive maintenance program would prevent all equipment failure before it occurs.

Value of Preventive Maintenance

There are multiple misconceptions about preventive maintenance. One such misconception is that PM is unduly costly. This logic dictates that it would cost more for regularly scheduled downtime and maintenance than it would normally cost to operate equipment until repair is absolutely necessary. This may be true for some components; however, one should compare not only the costs but the long-term benefits and savings associated with preventive maintenance. Without preventive maintenance, for example, costs for lost production time from unscheduled equipment breakdown will be incurred. Also, preventive maintenance will result in savings due to an increase of effective system service life.

Long-term benefits of preventive maintenance include:

- Improved system reliability
- Decreased cost of replacement
- Decreased system downtime
- Better spare parts inventory management

Long-term effects and cost comparisons usually favor preventive maintenance over performing maintenance actions only when the system fails.

When Does Preventive Maintenance Make Sense?

Preventive maintenance is a logical choice if, and only if, the following two conditions are met:

- Condition #1: The component in question has an increasing failure rate. In other words, the failure rate of the component increases with time, thus implying wear-out. Preventive maintenance of a component that is assumed to have an exponential distribution (which implies a constant failure rate) does not make sense!
- Condition #2: The overall cost of the preventive maintenance action must be less than the overall cost of a corrective action. (Note: In the overall cost for a corrective action, one should include ancillary tangible and/or intangible costs, such as downtime costs, loss of production costs, lawsuits over the failure of a safety-critical item, loss of goodwill, etc.)

In the case of steam and electric life cycle maintenance, some additional factors to consider include disposition of class schedules, dining facilities, and the risk to building infrastructure due to freezing conditions. If these conditions are met, then preventive maintenance makes sense.

We wish to express our appreciation for the time you have taken in reviewing this document. We in Facilities Operations make every effort to create and maintain a healthy physical plant environment on campus.

Please be aware that the annual Life Cycle Maintenance for 2011 will occur for steam on May 8 through May 14 and for electric power on May 14 and May 15.

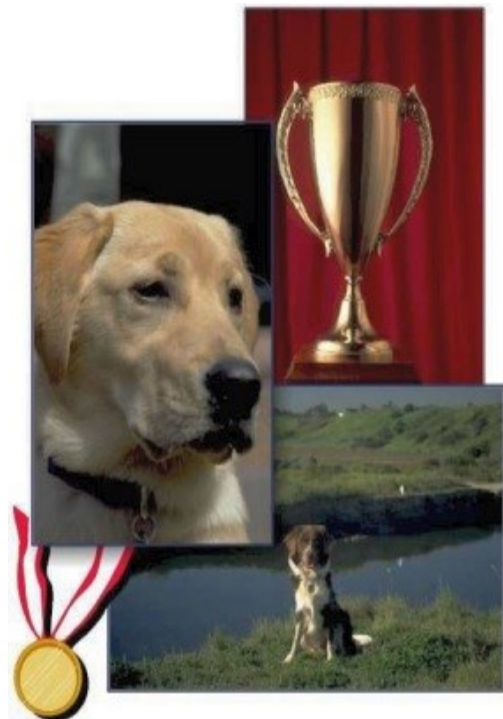


Conference Services Goes to the Dogs!!

By Kathy Evanko, Director, Office of Conference Services

If you were on campus during the month of August any time in the past fifteen years, you might have seen a large tent erected across the lawn of Zink Hall. Under that tent you would have seen a number of dogs -- *many, many* dogs of all different sizes, shapes, and colors! The Office of Conference Services once again coordinated the Advanced (American) Dog Show Judges Institute held August 9-13. In the dog world, the institute is the only one of its kind and is considered to be very prestigious, attracting participants from all across the United States. Participants are dog show judges of specific breeds who are either interested in elevating their skills to a higher level or in learning the standards for judging other breeds. Classroom workshops are held in the morning, with one dog in each classroom for demonstration purposes. Afternoons are spent outdoors under the tent where mock dog shows take place with the participants practicing what they learned earlier that day. This blend of independent study, classroom presentations, and examinations, reinforced with same-day judging and critiquing practice effectively helps to build and strengthen participants' knowledge and skills.

Owners of purebred dogs who want the opportunity to be part of the event also come from many different states. The dog breeds fall into ten specific groups, such as Working, Non-Working, Toy, Terriers, Herding, etc., and there are a minimum of sixteen breeds brought in from each group each day. Because of the large number of breeds within each group, though, only about seventy-five breeds are presented each year. This way, most breeds are presented at least once in every two-year cycle.



Tips for Avoiding Colds and Flu

By Ricky Hosfelt, Student Intern, Office of Human Resources

Each year anywhere from five to twenty percent of the American population is infected with the influenza virus. Sadly, about 36,000 people die from the virus every year, while more than 200,000 are hospitalized.

Simple precautions everyone can take to avoid contact with cold or flu viruses and to avoid spreading the viruses include:

- Cover your nose and mouth with a tissue when you cough or sneeze (use your sleeve if no tissue is available).
- Dispose of used tissues promptly in a trash receptacle. Do not use a tissue more than once.
- Wash your hands frequently with soap and water.
- When soap and water is not available, use an alcohol-based hand sanitizer. Carry one with you, or use the sanitizer gels and wipes available for public use in many facilities.
- Use disinfectant wipes to sanitize keyboards, telephones, and other commonly used items.
- When possible, avoid direct contact with door handles and other objects that are in common use.

The Centers for Disease Control reported that the 2009-2010 flu season was the worst on record. Let's try to reduce the numbers this year and be more mindful of our health and well being by taking these simple precautions.



Meet Payroll Services

By the Payroll Services Staff

The Payroll Services Office is led by Ms. Mary Smelko, who serves as the director. Mary has been with IUP for the past eighteen years, all within the Payroll Services Office. Mary directs the day-to-day operations of the office, overseeing all aspects of the payroll process.

Mrs. Loretta Piper has been with IUP for almost twenty-eight years and a member of the Payroll Staff for over twenty-one of those years. Loretta's specialties include Tax Sheltered Annuity (403B) and Deferred Compensation (457) Plans, faculty overload payments, and summer school payments. Loretta is also responsible for establishing claims for overpayments, redistribution of labor expense, auditing of payroll data, and general administration of the SAP payroll system. Loretta and her husband, Clair, are the parents of two sons, Danny (25) and David (21), and a daughter Dana (14).

Mr. Dominick Sacerino began his employment at IUP over five years ago and is close to finishing three years with the Payroll Services Office. Dom audits and processes payments for Continuing Education/Center and Institute contracts. He is also responsible for thesis/dissertation, independent study, individual instruction, and Article 27, Article 40, Article 42, chairperson, and summer employment payments. Dom maintains records for faculty appointments, annual pay increases, promotions, sabbaticals, and tenure status. When you request to have items withheld from your paycheck such as parking fees, activity fees, and computer purchases at the Co-op Store, Dom ensures the amounts withheld are forwarded to the appropriate place. Dom and his wife, Leslie, are the parents of two adult sons, Anthony and Stephen.

Mrs. Bernadette Polenik has ten years of employment with IUP; eight and a half of the years have been in the Payroll Services Office. Bernie processes the biweekly student payroll. She audits the student payroll process, ensuring the guidelines are followed for the State Work Study Program and Community Service Program. Bernie reports student employee hours worked and earnings for these programs to PHEAA. She initiates entries needed to redistribute payroll expenses within IUP cost centers. Bernie and her husband, Paul Jr., are the parents of two daughters, Tessa (Anodide) (27) and Paula (22), and a son Paul (nicknamed Bear) (21). On March 24, 2010, Bernie and Paul became proud grandparents of Roland James Anodide IV (son of daughter Tessa and her husband, Roland, both graduates of IUP.)

Mrs. Donna Wolfe was employed by IUP approximately two-and-a-half years ago as a member of the Payroll Services Office. Donna processes all leave slips for those not yet on the Employee Self-Service (ESS) system. If you have submitted a leave slip and are missing information, more than likely you have received an e-mail from Donna. She is also very helpful answering questions pertaining to leave earned and used. Donna prepares reports and audits the ESS system, as well as calculates leave payouts for faculty and staff retiring or

resigning. She processes overtime and shift differential pay for staff and prepares quarterly reports for SCUPA compensatory leave. Donna and her husband, Richard, are the parents of a son, Andrew (18), who will be attending IUP in the fall, and a daughter, Ashley (13).

Mr. Erik Templeton is beginning his fourth year of employment with IUP, all within the Payroll Services Office. Erik's main concentration is with the student payroll processing. He establishes all student employees in the Banner and SAP systems and processes daily transactions into SAP. Erik maintains data for all graduate assistants, teaching associates, and community assistants. He assists employees who "buy back" their time for years of service provided to IUP. Erik also maintains the Payroll Services website. Erik and his wife, Erin, are the parents of a daughter, Adela (2), and a son, Liam Wallace (1).

Ms. Gina Bryant came to IUP in February of 2008 and joined the Payroll Services staff in November 2008. Her duties include processing payments for temporary wage personnel and tracking their hours worked to ensure they earn leave once they have completed 750 hours of employment. She also processes working-out-of-class payments and coaches' overtime payments. Gina is responsible for compliance and maintaining records for faculty, staff, and student non-resident alien employees, as well as tracking work schedule and changes in supervision. Gina is our go-to girl when assistance is needed in processing overload, Article 27, Article 40, Article 42, and summer school payments. She also provides assistance processing student payroll and establishing new employees in the Banner and SAP systems. Gina is the mother of two daughters, Vanessa (21) and Lindsey (17). Lindsey is enrolled at IUP for Fall 2010 and will be a member of the IUP Cheerleading squad.



Payroll Services staff members include:
Row 1: Donna Wolfe and Loretta Piper
Row 2: Mary Smelko, Dominick Sacerino, Bernadette Polenik and Erik Templeton.

Missing from photo: Gina Bryant

THE NEW PRATT PLAZA AND MALL

By Tom Borellis, Director, Student Housing Development

The Foundation for Indiana University of Pennsylvania, as part of Phase III of the Residential Revival, supplied the funding for the design and construction of a new plaza along Pratt Drive at Wallwork Hall to replace the old Flagstone Theater. Also, with the closing of Pratt Drive between Locust Street and Grant Street, the FIUP funding included a new design for Pratt Drive, creating a mall. This project was implemented under the supervision of Administration and Finance.

The plaza has used the original flagstone from the Flagstone Theater and established a new venue for entertainment use. The necessary utilities to produce such venues have also been supplied to the area. The standard housing site furniture is added for student, administration, staff, and faculty. Stone bench walls are for use in seating during any events.

The mall has included gateways at either end of the mall. The plaques on these gateways are from original gate posts presented by Indiana State Teachers College classes of 1922 and 1931.

Outdoor classes are already in session here. Plan your outdoor events around this new area. Contact Housing and Residence Life for audio and equipment details.



Kayaking, A Rewarding and Enjoyable Activity

By Dave Strong

This past June, on a warm, sunny afternoon, I paddled my kayak across the water at Yellow Creek State Park. I had dreamed of enjoying peaceful days like this for several years. Let's rewind this story to June 2003, when I was on a Boy Scout high adventure trip with my son in South Carolina. The Boy Scouts and leaders from Troop 10 spent the night sleeping in the sailors' quarters on the *Yorktown* aircraft carrier. I was looking forward to the next day, when we were scheduled for an afternoon kayak trip on a tidal river. It sounded like fun when the scouts had planned the trip the previous February, and now the day had finally arrived.

I had watched other people using kayaks in the rapids on the Youghiogheny River at Ohiopyle and decided that if they could use them in white water rapids, I could control a kayak on a gently flowing river. No one told me, until that day, that there would also be alligators in the river with us.

After a brief set of instructions on kayak use and safety, we started down the river. By the time I saw my first alligators, I was feeling confident that I wouldn't overturn. The alligators kept their distance and stayed close the river banks.

About a mile down the river, we saw no more alligators, and the landscape became a delta with many inlets. We spent several hours exploring, while paddling through history. There were rice paddies that were built during the colonial days, railroad bridges from the 1800s, a few old rundown houses, and lots of wildlife.



Now, let's fast forward to present day. After borrowing and renting kayaks, I finally purchased one this past winter and when warm weather arrived, I started spending more time on the water.

I enjoy the casual exercise as I paddle through water lilies and check out inlets for signs of fish and wildlife. I sometimes like to just sit in the middle of a lake and watch the other boaters go by. I also enjoy kayaking in small groups.

Now that I'm confident in my abilities and know my limitations as to the distance that I can paddle, I plan to branch out to other local lakes this fall. I'm looking forward to exploring different shorelines as well as relaxing at my home base of Yellow Creek Lake. I'm also making plans for a 50 mile, multi-day kayaking trip on the Allegheny River next spring.

Kayaking on a lake doesn't take a lot of strength or endurance, but it is a great aerobic exercise. All you need to start is to rent a kayak (you can rent them at Yellow Creek State Park, including a life preserver) and you're ready to go. Don't forget to take a bottle of water and sun screen.

See you on the water.



University Printing/Postal Services

By Fred Owens, Director

The beginning of a semester for the Postal Services unit is filled with activity preparing for incoming students. Students new to campus often appear to need a compass in finding their way. Those in residency seek out the university Post Office as a top priority, realizing the importance of receiving correspondence and packages sent to them from parents, friends, relatives, and loved ones, especially if away from home for the first time. "You've got mail" takes on more meaning than just an electronic alert.

Semester start-up also means additional mail volume for administrative offices as well as faculty and staff areas. Mail and parcel activity increases for all these departments, and postal volumes swell for the Postal Services staff in addition to mail being sent to off-campus audiences for recruitment, upcoming events, and various activities the university and departments host throughout the semester.

Tracking the massive amount of packages delivered to the university Post Office appears to be an overwhelming charge, making sure the individual receives the parcel as soon as it has been delivered. And with internet tracking, recipients are well aware of what he or she is to receive and on what day it is to be delivered.

Before Residential Revival began in 2006, each residence hall distributed mail to the students within their respective residence buildings. As Phase I of Residential Revival began, all residence hall mailboxes were centralized in Folger Hall for all students in residence.

This new approach was not without obstacles that had to be overcome. Some concerns: how do students receive their mailbox number, what address are they to use to receive mail and packages, how are combinations assigned and/or changed, what ADA requirements are needed for mailbox access, and what additional form of security is needed to safeguard personal information.

A unique "CRIMSON HAWKS" university address with a single 15705 zip code has been assigned to all students in residence along with a mailbox number. Mail and packages sent to this address and zip code from anywhere in the US will be delivered to IUP.

Students are assigned a mailbox initiated through the Office of Housing and Residence Life while their mailbox combination is tracked and serviced by university Postal Services. All students in residence obtain their Post Office box information through URSA, and the Postal Services Department continues to provide on-site access to URSA, maintaining personal computer access in the Folger Hall mailbox area. If you have a student or relative attending the university and intend to send correspondence or packages to them, please visit the university Postal Services' website for complete mailing information: www.iup.edu/postoffice.

University Postal Services has recently expanded the student residency mailboxes it services to accommodate the increase in student residency for the Fall 2010 semester. While the fall semester of 2009 experienced 3,839 students in residence, the lowest for the university in part due to continuing construction, in contrast, the fall of 2010 has 4,358 students in residence, the highest since 1999.

The internet plays an important role in parcel delivery for students at IUP, providing tracking information to parents, friends, and students ordering online. Packages are delivered from outside carriers, such as FedEx and UPS, in addition to the United States Postal Service (USPS). Once received by the IUP Post Office, packages are scanned, and students are immediately emailed that a parcel has been received.

The tracking technology employed by the department provides information received and, upon receipt, captures the signature of the recipient, electronically creating a chain of custody from the sender to the receiver. The same technology is employed for delivering parcels to all administrative and department offices as well.

IUP postal staff received and distributed over 33,615 parcels to the university in the past year. While USPS deliveries are received daily, administrative and departmental mail deliveries are made twice a day with inter-office and outgoing mail retrieved and separated for redistribution.

Large-volume mailings from departments are processed for the university under a nonprofit permit or metered, both maintained by the department. Staff prepared over 1,467,106 pieces for standard bulk mail and 553,185 of metered mail for the university over the last fiscal year. The department continues to provide university mailers all qualified postal discounts offered by the USPS and is pursuing approvals for additional reduced postage for business reply returned mail.

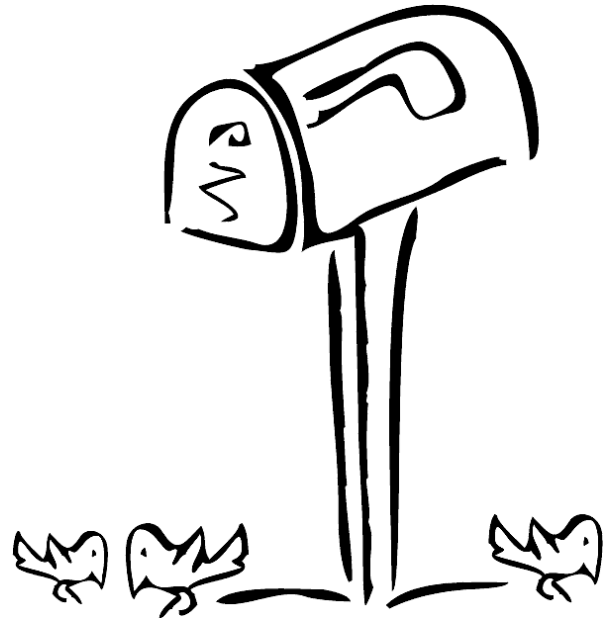
The United States Postal Service has a 230-year tradition of securing the mail and protecting customers' personal information. The IUP postal staff takes pride in continuing this tradition for the university community. The IUP Post Office provides student, faculty, and staff with resources for shipping and receiving packages and standard mail through the United States Postal Service and on-campus delivery systems.

Postal services' staff includes: Rita Palguta, supervisor, Randy Helman, Gary Duncan, Jim Velesig, Dave Wilson, and Audrey Patterson.

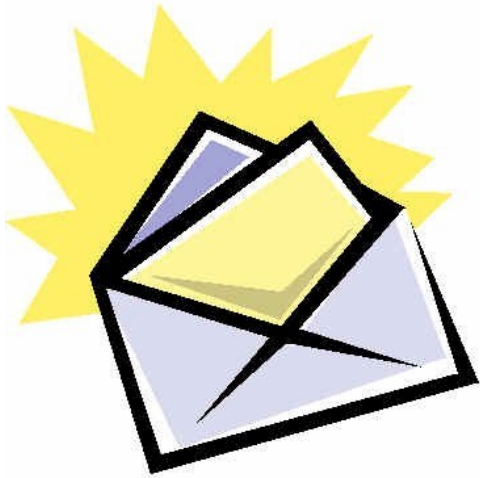
The Indiana University of Pennsylvania Post Office is a contracted postal unit for the United States Postal Service. Information pertaining to department services may be found at www.iup.edu/postoffice. Please contact the department regarding questions concerning postal regulations and mailing requirements.



Dave Wilson reviews a mail list for addressing equipment.



Jim Velesig assists student with mailbox.



Beneath Yellowstone

By Matthew Bowser

Son of Bob Bowser, Director of Procurement Services and Central Stores

Atop the world's largest supervolcano, I labored away the summer months on a backcountry trail crew for the past five years. Yellowstone National Park's exterior bubbles with a subtle, weird beauty that reflects the forever-changing universe that lies buried underground. Shortly beneath its mountainous crust, a colossal cauldron of magma is silently boiling, waiting for its moment to breathe deeply again. The volcano's influence above ground is apparent in every hot spring, fumarole, mud pot, and geyser. These thermal features serve as a constant steaming reminder of the uncertain future that resides below.

In 1988, wildfires roared through the park, burning over a third of the landmass. The epic mega-fires left behind an apocalyptic landscape of standing-dead Lodgepole pine trees that leave many of the park's visitors grimacing and wondering, "Why doesn't the Park Service cut them down?" Often neglected from their field of vision are the billions of small, new-generation trees that are compacted, competing, and climbing together in a race for the sky. Amidst this backdrop of a re-growing panorama and percolating creation, I have dug earth with pick and shovel as a member of the West District Trail Crew (WDTC). At the same time, I dug further into myself, attempting to break through darkened crust and discover the super-heated core that lies beneath the surface.

Before I came to work in Yellowstone, being a trail worker was my default profession. It was something enjoyable that I had spent the previous six years doing before I figured out what I really wanted to do in life. I got to work in amazing, wild country from Vermont to Alaska and be a part of crews that did meaningful work in the woods. Living the seasonal job lifestyle became an addiction that eventually took strong hold of me. Summers were filled with long days and demanding work that left one completely exhausted, and come autumn, I was ready to be out of the woods. Winter was a time to immerse myself in creative expression and feed the spirit through music, video production, and skiing. But every April, the spring winds would blow off the mountains whispering, summoning me back into the hills toward a job again. I was born and raised in a culture back east where a job meant Monday to Friday, 8 a.m. to 5 p.m. year-round. It took many years to learn how to embrace the new cycle of life and employment that I discovered in the west. Ironically, my yellow brick road led me to the backcountry trails of Yellowstone, where I came to the realization that I was already doing what I wanted to do in life: save trails.

To know me further and to understand what I mean when I state, "save trails," you must first understand trail work. The commonly held perception of trail crew involves a group of twenty-somethings who clear blown-down trees during the day and rage with handles of whiskey at night. While this impression is not entirely false, the occupation is more involved. It's an extremely physical demanding job that taxes the limits of muscle exertion. For ten-hour days and eight days straight, we haul heavy building materials and crush yards of rock with sledgehammers to construct a path that will endure several years of foot traffic and

stock use. It's a sweat-logged labor of love that throws mud in your face and often leaves one bruised and bloodied.

In a park as large and popular as Yellowstone, trails are the best backcountry management tool available. By keeping the legions of hikers and stock animals that traverse through the park on a single route, the Park Service avoids a multitude of haphazard individual avenues that scar hillsides and trash watersheds. My job as a trail builder is to establish a tread that is safe, up to standard, and screams to forest visitors, "Hey! Go this way!" Trail crew accomplishes this by providing a pathway that is hardened, sheds water, and keeps erosion in check. More simply stated, we build trails so people don't get their feet wet. Even in this day and age of triple Gore-Tex-lined underwear, hikers see a tiny mud puddle in the trail and walk around it. As more and more travelers follow along and take that bypass, the puddle morphs into an abysmal quagmire that is suitable for fancy underwear. Our aim on trail crew is to restore these muck holes and do our best to prevent them from occurring in the first place.

The job at its most basic level consists of being able to first read the land. The eyes of a trail worker evaluate the existing tread and its adjacent surroundings that are susceptible to erosion due to water run-off. Water flows by taking the path of least resistance, so we begin to think like water in all its forms: rain, snowmelt, seeps, streams, and rivers. We calculate the grade of the trail and assess the slope of the hillside to estimate the possible water damage. The simple exercise of thinking like water places one into a deep relationship with the immediate environment. Before a trail worker throws a pick or shovel in the ground, he or she must emulate the land in which he or she is about to work.

Upon recognition of the land-water correlation, trail crew sets out to shape earth and construct devices that divert water and retain existing soil. On a designated trail, the average hiker walks over countless such contraptions without giving much thought to their intended purpose. The "thingamabobs" have trade names like water-bars, check-dams, retainers, turnpike, and in more obvious situations – bridges. They are made of native rock or wood and without them a trail turns into a trench, mountains dissolve into streams, and habitat vanishes. A good trail worker fills up his or her pockets with the skills necessary to build these structures efficiently. A working knowledge matures with time that illuminates the limits and longevity of a properly placed device. That wisdom is then passed on to the next generation of trail builders. Few jobs remain in modern day American society that take place in the woods. There are even fewer still where work is actually accomplished on a forest and the results so readily measurable.

The reward for performing these meaningful measures on a forest does not come with a dollar sign attached. "Trail dog" is a term of endearment and respect in our profession that is given to someone who has spent at least seven seasons living and working on trails. I have never fully understood the moniker except that it loosely works with the idea that one year to a human is equal to that of seven for a dog. Regardless, it is not a label that is thrown around aimlessly amongst the crew. One must earn the title much like a gangster in a

Mafioso film is “made.” The term has been handed down through generations of trailblazers. “Trail dog” denotes a benchmark that upon achieving is more satisfying than a paycheck.

My first season on the WDTC in Yellowstone was my “dog” year. By that point, I had acquired the skills of the trade and was kicking down the knowledge by leading volunteer groups. However, I was beginning to notice the job and myself falling into a mundane routine of daily repetition. The sun shone every morning along with complacency in my smile, “How exactly am I contributing toward the good in the world?” If I was going to continue saving trail in the future, I had to uncover a deeper meaning to the vocation that would enable me to reinvent myself and redefine trail work.

After the 1988 fires, Yellowstone trail crews began constructing bridges to address any mud puddle and every miniscule stream crossing they came across. An endless supply of “kiln-dried” wood surrounded their worksites as a result of the fires, and the old timers used it exclusively in their construction. Fast-forward twenty years: nearly every one of those bridges is now rotten, falling apart, and in need of replacing due to safety concerns. To combat these present-day concerns, the leader and heart of the WDTC, Captain Hook, faced enormous challenges in how to treat the epidemic of bridge disintegration on the west side of the park.

Captain Hook did not get his nickname as a result from an arm amputation, although, this past year while at a local bar playing a video poker machine, a wall-mounted adult ram sheep head fell off its mount for no apparent reason and crushed his hand. But that’s a different story altogether. Hook is a rare, caring, enduring leader who radiates from his unselfish core all attention and positive energies toward the benefit of the crew. The leadership he demonstrates amidst his peers is emulated in his approach to the work itself. His judgments as a trail boss are carefully thought-out and democratically discussed amongst the crew. Hook’s methods mandate that trail issues be resolved through permanent solutions and not mere Band-aids. In a position where his decisions have long lasting implications that affect future generations, the concerns involved with the current rotten bridge dilemma weighed heavily.

To rebuild bridge for bridge was the old way of doing business. It was the preferred solution back in the day when Yellowstone had far fewer hikers walking around in the woods. These days, the park is a premiere backcountry destination; every other issue of *Backpacker* magazine illustrates the wonders of “secret Yellowstone hikes,” and the masses follow. With a dramatic rise in visitation comes an increase in the need for the maintenance of trails that are no longer a secret. By spending an abundance of time on one problem spot and building a bridge, far more destruction is occurring elsewhere in the park due to a simple lack of maintenance. Bridge construction is time consuming, expensive, and close to impossible these days due to a new ordinance that forbids the cutting of green trees in Yellowstone. More importantly, no matter how well conceived and constructed, all bridges that are made of wood will one day fall victim to rot and erosion. Captain Hook sought resolution to the predicament by embracing the opportunity to restructure old techniques.

The design of trail structures has changed little since the time when footpaths for travel transformed into micro highways for recreation. The WDTC began experimenting on a small scale with a Hook-inspired device that he called the "crushed-dip-drain." It was first used in places where narrow streams crossed the trail. It consisted of two retainers on either side of the stream as well as one on the downstream portion where water exited the trail. Between the retainers, large amounts of rock are crushed to form a hardened surface. This permitted the water to flow freely over the golf ball-sized rocks while allowing stock animals to cross without getting bogged down in the stream or destroying the native vegetation along its banks. The retainers are composed of either rock or wood. Yes, wood. When wood is completely submerged in water or buried underground the rate at which rot occurs slows dramatically. It is only when wood is exposed to the elements, cycling through periods of wet and dry, that it decomposes rapidly. An entire sector of the Pacific Northwest timber industry is dedicated to dredging lakes and rivers in order to harvest old growth wood that has been hibernating under water for decades.

When applied on a larger scale, the crushed-dip-drain proved to be the exclusive replacement structure for bridges in Yellowstone. The walkover device had structural integrity and lasting functionality. They were attractive from an economic standpoint as well, because they took one-tenth of the time to construct, compared to that of a bridge. More importantly, the simple design produced the unintentional benefit of concealing the apparatus within the trail. The crushed-dip-drain eliminated the obtrusive aesthetic associated with bridges in a wilderness setting. No two devices could look alike. Originality was inherent because the design was tweaked and adapted to individual sites. Each one attained a dimension of its own, determined by its purpose. For instance, in areas that have longer stretches of water, we have installed step stones for hikers to hop above the waterline to keep precious feet dry. To date, over forty bridges have been removed and supplanted with the innovation. The WDTC revisited the original prototypes that were implemented to discover that they were still functioning flawlessly.

Hook's creation not only delivered a practical method for bridge substitution but also reinvigorated my passion for saving trails. I seized upon the subtle aspect that the crushed-dip-drain embodied and began applying it to everything I constructed in the woods. I wanted to make all obvious structures disappear completely, to build trail that performed for decades without erosion where all traces of work were buried, hidden from sight. My hope was to allow the forest visitor to walk unimpeded by manmade structures. The end result of my inspired tactics appeared as though no work had been done at all.

The newfound intention of my work became an endeavor to empower people. Individuals with thoughts free from distraction could wander any way they choose in their minds, while their feet followed unaware in strict accordance with my direction. The symbolic implications of this were mind blowing to my soul-searching spirit. I established a new breed of trail dog: one that attempted to provide an unnoticed platform to bridge the gap between wilderness and humans without a bridge involved. I called this distinct pedigree of trail worker a "guide dog." Trail work had entered a contemporary and delicate realm of expression. It was a

sophisticated art form of gift giving through which others might uncover a genuine perception of themselves and place on the world in which they walk. Everything had been elevated to an almost holy level.

The means to achieving these new structural and spiritual aspirations were wrought with enormous challenges, as all sacred quests seem to be. In particular, the act of re-vegetating a project site after construction became a multi-layered endeavor in landscape architecture. The process of installing a trail structure consumed a hearty meal of earth. Although we would strive for minimal impact at the project site, during the construction phase, the area could be mistaken for a new thermal feature in the park. Upon completion, the aesthetics have to be fully restored step by careful step. In a typical rehab procedure, raw earth is first blanketed in layers of duff (ground cover consisting of fallen leaves, pine needles, etc.). Next, trees and shrubs are transplanted into and around the work site. Finally, the area is "slashed-in" with larger fallen trees, stumps, and large, obscurely shaped rocks to deter travelers from walking off trail. Following the steps above covered our tracks, but to render trail work invisible required a solid commitment between the land and me.

With a clear mind, pure intent, and time, I was absorbed into Yellowstone. A deeper connection with the unraveling network of forest life was made the longer I stayed in the woods. Hidden rhythms and sounds once unheard now announced themselves daily and became as commonplace as the clock on an office wall. The fear of a violent grizzly bear encounter vanished because I showed the bears respect and had reverence for their space; in return, they honored me. It was not like some kind of hippie bumper sticker with musical notes surrounding it that read, "Be in tune with nature." It was being with Earth. There was a direct link between the volcano that churned beneath Yellowstone and the wish-fueled fire that burned in my heart. An ancient dialogue between human and nature was unlocked. Every night, my bedroom ceiling was an endless spray of glowing sky that seemed to suggest just how fortunate I was. I understood that I was participating in the same time and space as the park. We both existed.

The work I gave to Yellowstone coincided with previously unseen internal labors as well. It was not about being a tree hugger, but about planting trees. Once, I dedicated a transplanted tree to my grandmother who struggled with cancer back in Pennsylvania. It was a mutual benefit where the Earth received the gift of a born-again tree and in return my prayer was transmitted across the continent to Grandma Rushnok by way of the tree's interconnected underground root systems.

Not everyone on the WDTC shared in my distant vision of a seamless union between work and land, but we were united in our admiration of the park. We all wanted what was best for Yellowstone, which was sustainable protection. Our setting brought us together and shaped the community that we formed. We were dependent upon each other for both survival and happiness in the wilderness. Spending extended periods of time living and working in the woods together, we forged enduring personal relationships. I may have been the only "guide dog" on crew who envisioned Hook's crushed-dip-drain as the gateway to higher

consciousness, but collectively we built them. And most of the time, we were laughing.

So I set about my own business of healing wounds, replacing barren ground with a promising bed of duff that would decompose and the next year sprout wildflowers. It was a daunting task to try and re-vegetate a scarred patch of ground and make it appear as though nothing had taken place. But at some level I knew that I needed exactly what the land needed. I was restoring the exterior of a place, helping it on the journey to become green and big again. While Yellowstone's supervolcano bubbled underground, holding back the possibly chaotic future, my heart beat strongly upon its surface to calm that future down.

Year after year, more knowledge was shared between the yellow rock and I as friendship turned into commitment. I discovered more efficient ways of building invisible trail and in return was paid in prism-inspired sunsets. I got to live and work immersed in a breathing magic that consistently reminded me how wealthy I was. When I was in Yellowstone I became Earth, I did not exist without digging into it. The more I gave of myself, the more of myself the park gave to me. My time there was an individual engagement, a marriage, between Yellowstone and me.





John Maurer Retires from IUP Postal Services after 28 Years

By Randy Helman, IUP Postal Services

John Maurer enlisted in the United States Army in 1968. He completed basic training at Fort Dix, New Jersey, and then spent six months at Fort Leonard Wood, Missouri, and six months at Fort Bliss, Texas. John was stationed in Korea for three years and completed his service at Fort Hood, Texas, with the 16th Engineer Battalion.

John joined IUP Postal Services in 1982 and served in the university post office until his retirement in July of this year, following 28 years of service to the university community. During his tenure at IUP, John made contact with just about every campus office that receives or sends mail and made many friends and acquaintances throughout the university.

In his retirement, John's interests in fishing, traveling, and spending time with his granddaughter, will receive greater attention. He resides with his wife, Myschel, in Altoona. The IUP Postal Services staff and friends wish John the very best in his retirement.



RECIPE CORNER

Roasting Pumpkin Seeds

(taken from All Recipes)

When you are carving your Halloween pumpkins, don't throw away the seeds! Toasted and salted, pumpkin seeds have a nutty flavor. They are even better flavored with sweet and savory spices.



How to Roast Pumpkin Seeds

1. Rinse pumpkin seeds under cold water and pick out the pulp and strings. (This is easiest just after you have removed the seeds from the pumpkin, before the pulp has dried.)
 2. Place the pumpkin seeds in a single layer on an oiled baking sheet, stirring to coat. If you prefer, omit the oil and coat with non-stick cooking spray.
 3. Sprinkle with salt and bake at 325 degrees F until toasted, about 25 minutes, checking and stirring after 10 minutes.
 4. Let cool and store in an air-tight container.
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Apple Brownies

(taken from All Recipes)

Ingredients

1/2 c. butter, melted	1 c. all-purpose flour
1 c. white sugar	1/4 tsp. salt
1 egg	1/2 tsp. Baking powder
3 medium apples—peeled, cored and thinly sliced	1/2 tsp. Baking soda
1/2 c. chopped walnuts	1 tsp. Ground cinnamon

1. Preheat oven to 350 degrees F. Grease a 9x9 inch baking dish.
2. In a large bowl, beat together the melted butter, sugar, and egg until fluffy. Fold in the apples and walnuts. In a separate bowl, sift together the flour, salt, baking powder, baking soda, and cinnamon. Stir the flour mixture into the wet mixture until just blended. Spread the batter evenly in the prepared baking dish.
3. Bake 35 minutes in the preheated oven, or until a toothpick inserted in the center comes out clean.



Congratulations to...

- Sam Phillips and wife, Lisa, became grandparents for the first time when their daughter, Brittany, recently gave birth to a healthy baby boy. Brittany and husband, Brandon Darr, welcomed the arrival of their new son, Aiden, on Friday, August 20, 2010. A strapping young lad, Aiden weighed in at 8 lbs., 4 ozs. at birth and was 20 inches long.
- Matt Bash, son of Edie and Duane Bash, on graduating from high school. Matt is currently attending IUP.
- Kyle Wright, son of Tressa Wright, on being accepted to IUP beginning 2011-2012.



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Director of Student Housing Development

Mr. Bob Bowser
Director of Procurement Services and Central Stores

Mr. Samuel Clutter
Interim Director of Public Safety and University Police

Mr. Bob Deemer
Interim Budget Director

UPCOMING EVENTS

Family Weekend	November 5-7
Daylight Saving Time Ends	Sunday, November 7
Veterans Day	Thursday, November 11
Thanksgiving	Thursday, November 25
Fall Classes End	Monday, December 13
Commencement	Sunday, December 19
Winter Session Begins	Monday, December 20
Winter Session Ends	Friday, January 7
Martin Luther King, Jr. Day	Monday, January 17
Spring Classes Begin	Tuesday, January 18

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