



# A&F NEWS

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# A MESSAGE FROM THE VICE PRESIDENT

By Cornelius Wooten, Ph.D.



## **Accountability: In the Administration and Finance Division—Why Not?**

If I would ask ten people in the workplace to define “accountability,” I would more than likely get ten different answers. I wonder why?

I suspect the main reason for this phenomenon may be that for so long the term accountability had a negative connotation. In the workplace, employees too often associated the term with management’s threats, coercions, intimidations, and adversarial relationships. The term generated negative action and a sense of punishment and control. Therefore, the term has been used counterproductively by far too many people because it was misused and misunderstood.

The principles related to accountability were never intended to bring on apprehension, fear, and anxiety. Rather, the focus on accountability was intended to promote self-motivation, pride, a sense of worthiness, and individual responsibility. It is my belief that accountability and responsibility go hand-in-hand. To be accountable is to be responsible and to be responsible is to be accountable. These attributes foster such characteristics as integrity, trustworthiness, and honesty.

Webster defines accountability as: 1. Responsibility to someone or for some activity; and 2. The state of being accountable; liability to be called on to render an account; accountableness.

How would you define accountability? What does the term mean to you? And how would you interpret its use in the workplace?

“Life is not accountable to us.  
We are accountable to life.”  
*Denis Waitley*

I believe it is very difficult to make people willfully accountable on a consistent basis. It is part of the basic human fabric which constitutes whether a person has the will or desire to be accountable. It is my genuine belief that all of us are capable of being accountable. As for me, accountability is voluntary, for I feel that success and happiness in life depends upon the degree in which we commit ourselves to this effort and principle.

We have a responsibility to be accountable to IUP, the Commonwealth of Pennsylvania, our communities, and our families. In terms of the workplace, I have no doubt that the fulfillment and true realization of accountability, in most cases, would result in higher levels of performance and job satisfaction. It is my sincere desire for IUP’s Administration and Finance Division team to be fully and consistently accountable. I feel that if each of us would commit ourselves personally to this principle, we would produce many positive professional outcomes, which would ultimately lead our division collectively to attaining a higher level of excellence.

As we work to agree on a common working definition of accountability, I challenge you to take personal responsibility for your work efforts, behavior, and attitude. I challenge you to go beyond what is required and expected. And I invite your thoughts and comments.

“If we want unity, we must all be unifiers. If  
we want accountability, each of us must be  
accountable for all we do.”  
*Christine Gregoire*

## KCAC Construction Completed Ahead of Schedule

Plans Underway for Grand Opening March 4  
By Amy White, Director of Marketing, Global Spectrum

Construction on IUP's Kovalchick Convention and Athletic Complex is complete, and all that remains to be done is to obtain an occupancy permit through the State Department of Labor and Industry, tick off minor items on the contractor's punch list, outfit the building with furniture and equipment, and open the box office. Construction proceeded exceedingly well, and the building was finished on budget and six months ahead of schedule. In commenting upon the overall project, Department of General Services Acting Secretary Elizabeth O'Reilly said, "This is the standard by which all other projects will be judged."

Behind the scenes, the sales, marketing, and event teams at Global Spectrum, the firm selected to manage the complex, are preparing for the grand opening slated for March 4. The new KCAC is a 148,500-square-foot, state-of-the-art facility with multi-use, adaptable space. It features the Ed Fry Arena (5,000 seats), the Toretta Auditorium (650 seats), a state-of-the-art Conference Center that includes multiple breakout rooms (17,000 sq. ft.), and a Corporate Training and Executive Conference Center (6,000 sq. ft.). The Conference Center includes an e-Conference Room equipped with both videoconferencing and teleconferencing capabilities.

In concert with IUP's Office of Conference Services, Global Spectrum is working hard to attract concerts, family shows, sporting events, conferences, conventions, trade shows, corporate seminars, university events, and other types of programs to the site. Working together with Global Spectrum, IUP expects to ensure a profitable future for the complex. While under construction, it was estimated that the KCAC had a \$22-million economic impact on the region. Once in operation, it is expected to have a \$12.5-million annual economic impact on the area.

Several events have already been scheduled for 2011. These include the world famous *Globetrotters* on March 10, followed by Southern hip-hop rapper *Waka Flocka Flame* on March 24 and the legendary jam band *Widespread Panic* April 3. The *Ringling Bros. Barnum & Bailey Circus—Zing Zang Zoom Gold Edition* will be featured April 7–10, and a Disney show is planned for December.

A grand opening and open house for the Kovalchick Complex are scheduled for 3:00 p.m. on March 4.



# The IUP Printing Center Is Here for YOU!!

By Toni Zanakis, Print Center

We are here to help you with all your printing needs. Please never be afraid to call us with any questions you might have. We understand that a lot of questions might come up when you are preparing a print job. Because we work very closely with the Post Office, we can provide you with the information you need for mailing your jobs. Postal regulations are changing all the time and will again in May 2011, and we will help you with the right decisions.

We want to give you the best service we can!!! We want you to have the printing job you want the way you want it to be. Here are some FAQs that might help you.

## **1. When does your job need a sample?**

A sample needs to be sent every time you send a job electronically. This ensures that the job prints correctly. Going between different versions of the same program has its own issues for printing. Samples are a good idea for most jobs.

## **2. When I need a reprint of a job, do I need to submit another work order with a sample?**

Yes. It keeps our system running forward and helps us with getting the correct job to you.

## **3. Do I need to order envelopes for my order?**

Yes, please order envelopes from Central Stores for your job and have them shipped to us. This ensures correct quantity and quality of stock.

## **4. Do I have to pick up my job, or can it be delivered?**

We can put your job out on the dock for delivery. The exception to this would be any RUSH jobs. They must be picked up. The delivery of jobs takes extra time, and if the job is needed ASAP, picking it up would be best.

## **5. What is important to fill out on the work order?**

We like as much information as possible. The contact info is critical, especially if we have questions. The first quarter of the work order is your information, and that is a must to be filled out. The second and third quarters tells us how to do your job: number of copies, any bindery functions, and paper choice. The last is the file name. Jobs that have graphics photos or newsletters that need set up and need printed or copied should come to us in digital form along with a sample. This ensures that the file did not change and that we print what you want and not what we guess you want. When items on the work order are left blank and no sample is provided, we have to take extra time to call and find out your wishes.

## **6. Can I fax a work order down for my job?**

No. Our work order is now on the website, and it is an interactive form that can be filled out and submitted via the web.

Just remember: We are here to answer all your printing questions, and we look forward to working with you.

## Santa Spotted at IUP

To everyone's delight, a special visitor was spotted making his rounds across the IUP campus. In his beautiful red suit topped only by his jolly laugh, Santa made quite an impression with several IUP family members on December 22, 2010. It's hard to say whether he thought everyone was naughty or nice this year, but one thing's for sure....he knew just about everyone's name and what he or she wanted for Christmas. After visiting IUP, Santa boarded his sleigh to a local school where he pays a visit every year.

We applaud Santa for taking the time to spread some holiday cheer across IUP and the Indiana area, especially this close to the big day.

Thanks, Santa. See you next year!



Santa visiting Sutton Hall



Ray Wygonik and Santa

# The Central Storeroom: Newly Innovated and Continuously Improving

By Michele Fatora, Central Stores

## Surplus and Reissue

Do you ever wonder what happens to the items you send to “surplus”? Have you ever needed a piece of furniture or equipment for your office but your budget won’t allow it? The IUP Surplus and Reissue area may be exactly what you are looking for.

Surplus Properties, located at the Robertshaw Building, can help you find those odds and ends that you are looking for. Whether it’s something we have available now, or something we can watch for, we can often help. Frequently, we receive used (but in good condition) office furniture, equipment, and miscellaneous items such as desk trays, telephones, and adding machines. As we receive the items, they are checked and sorted between surplus and reissue. Items that are still in good working condition are placed in a reissue area and are available to you, our campus customers.

As our entire department moves forward in serving you, our on-campus customers, we are also moving forward in serving our off-campus customers. IUP Surplus Sales have been around for as long as most of us can remember and continue to use the same “sealed bid” procedure that has always been used. However, in the past year we have begun to use a site called Asset-Auctions. This auction site allows IUP to offer its surplus to state and national audiences, which brings the best customer base available. We also continue to work with local nonprofit 501c3 organizations to donate items we have to those in need. We currently have close to 100 organizations registered for this public service to our community.

## The Central Storeroom

The Central Storeroom is growing on a daily basis. As we continue to provide products and services which you, our campus customers, need and request, we have set high standards for product availability and customer service.

Although we obviously cannot carry every item 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 2,800 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. We can even provide you with a computer mouse.

A key area of our storeroom is our maintenance stock and on-demand counter service. Our storeroom counter is open for 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.

One of our set standards is that any SAP reservations you enter by 2:00 are pulled and delivered to you by the beginning of business the next morning, providing 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, on the same day, or even in the same hour if necessary!



Maintenance Storeroom  
Counter Area

## **File and Document Storage**

One of our recently added services has turned into one of our most popular services: *File and Document Storage!*

Our file storage room is a clean, convenient, and a safe place to store those files that you don't need on a daily or weekly basis. Currently, more than 20 departments and offices utilize this service, and demand for the space we have is growing rapidly.

Our service is simple and convenient. By simply boxing your files, completing an information sheet that is located on our website, and notifying the storeroom to pick up your boxes, you can rest assured that they are in good hands and easily accessible when you need them.

Once we receive your files/boxes, they are placed into storage and logged. You will be provided with a report of receipt, location, and disposal information. And yes, when it's time, we will also take care of disposing of your no-longer-needed files.

## **Continuous Storage Areas**

Several departments and offices on campus utilize our storage services for items such as brochures, catalogs, directories, promotional and orientation items. With advance arrangements, items of this nature can be received at shipping and receiving and placed directly into storage. A database is kept, and a report is provided to each department as to what items they have in storage and the quantity available.

A portion of the continuous storage area consists of theater and museum pieces. Items such as this can be cataloged not only by report but also by photo.

## **Miscellaneous and Project Storage**

Is your office or building being renovated and you have no idea what to do with your furniture until completion? If so, our miscellaneous and project storage area may be just what you need.

As time passes, the demand for a temporary area in which to store items is becoming greater. Whether you have new items arriving on the dock or existing items that need to find a temporary home, we have the storage solution for you.

We pride ourselves in providing solutions to your logistical problems. If you have a logistical problem, we have a solution. Just call. We are here to serve.

For more information on what items are available to you in the storeroom, as well as the services that we provide, please visit our website at [www.iup.edu/centralstores](http://www.iup.edu/centralstores).



File Storage Area



Maintenance Storeroom

# Buyer Beware

By Bob Deemer, Interim Budget Director

In the fall of 2010, my son Jon, a high school math teacher, purchased his first home. It was an exciting time for us all, and he asked me to help him through the purchasing process, which would include inspecting the house.

This was actually the first time I would go through the process of buying a pre-existing home. When my wife and I were first married, we rented a house before building our present home. I was familiar with building a home, but buying an older one would be a new experience for me.

Having worked with budgets for thirty-one years, I recommended the first step be to develop a personal budget based on Jon's income and projected expenses. This enabled him to see what type of house he could afford. The budget was developed in the format shown below:

Source:	Monthly Income	\$
Uses:	Car Payment	\$
	Car Insurance	\$
	Cell Phone	\$
	Internet	\$
	Groceries	\$
	TV - Satellite	\$
	Gasoline	\$
	Entertainment	\$
	Miscellaneous	\$ _____
	Total Available after current expenses	\$
House Expenses:	Mortgage Payment	\$
	Home Owners Insurance	\$
	Spring & Fall Taxes	\$
	Utilities: Fuel Oil (Heat)	\$
	Electric	\$
	Water	\$
	Sewage	\$
	Trash	\$ _____
	Total Available after all expenses	\$ _____

The funds remaining after deducting all expenses would need to be set aside for unexpected maintenance and repairs. This new home buyer was surprised to realize all the costs associated with owning a home. Being a renter, he only had monthly rent, Internet, and satellite TV payments. His utilities were paid by the landlord.

After looking at a few different houses, Jon found a nice place convenient to his work. The property included two acres and a three-car garage. He asked me to go through it with him and give him my honest opinion. The house seemed well maintained and had been completely remodeled in 1985. After a "fatherly" inspection, I told Jon that if the house would fit into his budget, then this house would be a good choice to meet his needs.

The couple who owned the house had passed away, and their daughter was selling the estate. There was not a real estate company involved in the sale, as this was a for-sale-by-owner home. After going through the house a few times, Jon decided to make an offer, and the seller accepted.



The daughter told us she had contracted to have her own inspection of the property. The property has no public sewage, and the house has its own septic system. She reported that the inspector checked the system and gave his thumbs-up approval. Also, the seller had furnace maintenance in the spring of 2010 and showed us the paperwork as proof.

My son and I went through the house and did our own walk-through inspection, along with the seller. We checked the basement and asked the seller to turn up the thermostat in order to verify that the furnace worked. She turned up the thermostat, and the furnace kicked right on running smoothly. The house has three heat zones, and Jon and I never thought to check to ensure that each zone worked properly. The remainder of the house checked out fine. Next, we inspected the garage and found that one of the automatic garage door openers was not working. The seller agreed to have it fixed prior to closing. We were feeling satisfied with our inspection and trusted the paperwork the seller showed us on the items she had checked previously. Therefore, we agreed to waive an assessment of the house by an independent house inspector.

That was indeed a "Buyer Mistake." After my son moved in and cold weather came, he turned up the thermostat on each floor of the house and quickly discovered that the only heat zone that worked properly was the first floor. That was the only thermostat the seller turned up to show us the furnace worked. She failed to mention that the other zones needed work.

The circulation pump for the zone that heats the second floor of the house, as well as the thermostat, did not work. Luckily, Jon was able to replace the defective items and there was heat on the second floor. The basement heat zone was a little more involved. The circulation pump needed repaired among other things. Once both zones were up and working, a major water leak was discovered. This meant more repairs and replacement costs. We should not have agreed to waive an independent inspection of the house.

Another issue that took us off guard was the wording of the sales agreement concerning utilities. The agreement said the buyer would be responsible for utilities on the day of the closing as well as any prepaid utilities. Therefore, all utilities were transferred to Jon's name on the day of closing. Jon's attorney notified him of the final closing costs. They included the attorney's fees, one-half of the transfer cost, a pro-rated portion of the 2011 school taxes (Real Estate), and the present fair market value of the fuel oil remaining in the storage tanks. Unknown to Jon, there were two tanks. The seller failed to mention there was an additional 500-gallon tank in the garage. The one at the house was a thousand-gallon tank. The fuel oil in the garage tank was for a furnace in the garage that wasn't even workable. In order to get that furnace running, a water line would need to be installed from the house to the garage. We were informed of this and were not planning on hooking up the furnace in the garage, so we had no need for fuel oil to be available in that tank. The fuel remaining in the two tanks was valued at over \$3,200 and was an unexpected expense to the new home buyer. Jon could have refused to pay for the fuel, but it would have delayed the closing date and, worst case, would have jeopardized his chance to buy the house.

Jon had already given notice to his landlord that he was leaving, and the closing date was approaching soon, so he agreed to pay for the fuel oil even though it was clear that the seller wasn't entirely honest with what was being left behind and did not consider the buyer's responsibility. Perhaps the seller took advantage of this being a first time purchase for Jon, but, regardless, the purchase of this house was definitely a learning experience for both of us.

## **"BUYER BEWARE"**

# COGENERATION MANAGER GOES GREEN

By Mark Labant

"Why do you drive an electric vehicle?" is the most frequent question I get, and I have several answers. The truck runs on locally produced energy and not on imported oil. Electric vehicles are ideal for stop-and-go traffic, since they use no energy while they idle and 99.9 percent of my driving is less than twenty miles round-trip. Heat comes immediately out of the heater as soon as you turn it on and not ten minutes later, as with most gasoline vehicles. My 2000 Ford E-Ranger is not the family's primary vehicle, but it has converted my \$200-per-month gasoline bill to less than a \$60-per-month electric bill.

The E-Ranger is one of approximately one thousand built by the Ford Motor Company between 1997 and 2000. Around 600 of the E-Rangers were leased out, with 400 being sold to private owners. Ford did an excellent job designing the truck. The Ballard electronics and the 90 HP, 3-phase, AC Siemens motor proved to be an excellent combination. The 5,500-pound truck can accelerate from 0 to 75 MPH in six seconds. The trucks are designed to cruise on freeways at 75 MPH. The E-Rangers are also equipped with regenerative braking, where the drive motor becomes a generator to slow the vehicle and on long downgrades can actually put energy back into the batteries.

Underneath each E-Ranger is a graphite composite box which contains 1,950 pounds of lead-acid batteries which prove to be the downfall of the trucks. The thirty-nine batteries with a potential of eight volts each are connected in series to provide the 312 volts the vehicle needs to operate. The eight volt batteries were a dismal failure and gave Ford a "black eye" in the electric vehicle world. The 600 leased trucks were recalled and sent to the car crusher. Ford made attempts to obtain as many of the privately owned E-Rangers as possible. There were several lawsuits over the battery issue. Many of the E-Rangers were operated until the batteries failed and were then stored in a warehouse and forgotten.

Electric vehicles are not new to the Labant family. In the mid 1960s, Uncle Mike Labant converted a Volkswagen Beetle to an electric drive. In 1975 he obtained a Sebring City Car, which he drove until his death in 1980. Both vehicles were great around-the-neighborhood cars but were not ideal for highway use.

Following in Uncle Mike's footsteps, and after doing research on converting vehicles to electric drive and looking at what electric vehicles were commercially available, I decided that I wanted an E-Ranger. Unfortunately, the going price for an operating E-Ranger went from \$25,000 to \$40,000. In May of 2009, a basket-case E-Ranger appeared on e-Bay. The truck was owned by a university in Southern California and was placed in storage for almost seven years due to battery problems. Honest Joe's used car lot in Los Angeles bought the truck in an auction. Honest Joe could not get the truck to run and sold it to an individual in Oregon. The folks in Oregon got tired of working on the truck and posted it on e-Bay. After a twenty-second bidding war on e-Bay, a logistical challenge of having a broken down vehicle hauled 2,500 miles across the country, and a wife who was not real happy with a husband that just tied up \$8,000 dollars in purchasing and transporting a vehicle that had not turned a tire under its own power in almost eight years, the E-Ranger arrived in Indiana, PA on May 17, 2010.

The first item on the E-Ranger recovery plan was to locate any manuals or drawings of the truck. After a three-month search, a used book vendor in California answered an advertisement I ran and for \$50 was able to provide me with the eight-volume E-Ranger manual set that had been removed from a closed dealership. The manuals gave me the information I needed in order to know what was inside the truck and how it operated.

The second item on the E-Ranger recovery plan was to replace the thirty-nine batteries. After removing the ton of batteries from underneath the truck and hauling them to be tested at a local shop, only two out of thirty-nine batteries were usable. I contacted the company that built the original eight-volt batteries and they absolutely refused to even consider building any new ones and wanted nothing further to do with electric vehicles. I then

talked with *China High-Power* in Beijing about going with Lithium batteries, but the cost was out of my budget range. I finally contacted Odyssey Battery Company in Reading, Pa., and discussed my application with them. Odyssey recommended 26 of their PC2150-12-volt military-grade batteries in order to maintain the 312-volt operating voltage and the identical battery mass. I asked Odyssey for a volume discount, but they could not do anything, since they have protected dealer territories but referred me to any Sears store to order twenty-six pieces of part number PM-1. The Sears folks were more than happy to order the batteries for me but demanded the \$5,200 be paid up front, since the manager felt the whole situation seemed shaky. After getting all twenty-six PM-1 batteries in my garage, it was time to tackle the next technical issue.



The truck is plugged in and charging.

Major problem number three was that the battery management system looked at eight-volt batteries and not twelve-volt batteries. The solution was to install a voltage divider across each of the twenty-six batteries using a 6K ohm and a 3K ohm resistor in series. The battery management system leads would be connected across each 6K ohm resistor, which would use two-thirds of the battery voltage as a reference to monitor the condition of each of the twelve volt batteries. As the wiring modifications came to completion, Toyota Prius Hybrids made the news with run-away vehicles. Since the E-Ranger is the only plug-in electric vehicle on my insurance company's dossier, the underwriter became nervous and questioned me on the E-Ranger's contingency in the event of a run-away. My answer was that the E-Ranger has three back-ups in the event of a run-away. The driver can simply shift the gear reducer to the neutral position similar to shifting an automatic transmission to neutral. Since the faster the electric motor turns, the more current is consumed, especially in a run-away situation, and the driver applies the brake to slow the vehicle while the motor tries to accelerate, Ford added current transformers which monitor for excessive current draw and will shut the truck down if the truck's motor draws excessive amounts of current. The final protection consists of two fuse links in the battery string which will melt under high current draw and shut off all power to the vehicle. The explanation seemed to help the skeptical insurance folks take a more reasonable stance towards the E-Ranger, but they said they planned to monitor the truck's insurance performance closely to get some track record on plug-in electric vehicles. I did ask the underwriter, and he could not answer my question on the Prius, which parallels a gasoline engine with an electric motor: Which made the car run off—the gas engine or the electric motor?

On August 17, 2010, the battery installation was complete, the battery charger was mounted in the family garage, the batteries were fully charged, the final connections were made, and the E-Ranger made its maiden trip through the streets of Indiana, PA. I finally got my electric vehicle for the price of approximately \$13,200. The E-Ranger has logged over 4,000 miles since its first trip in August. It consumes \$.06 per mile of electricity, and the price goes to \$.10 per mile in cold weather due to the heater and lead-acid batteries performing better in temperatures above thirty-two degrees (F). At the beginning of the project, family members were leery of the white basket-case that had to be dragged into the garage with the garden tractor, the hundreds of wires that had to be identified and traced, the battery fiasco, and the fifteen months of "sweat equity," but now the issue becomes between four drivers in the household, "Who took my E-Ranger?" and "Who did not plug the E-Ranger in when they brought it home?"



The electric truck

## There Is No Indispensable Man

By Sam Clutter, Interim Director of Public Safety and University Police

I remember being handed a life lesson from my father when I was young and full of myself. Although I don't remember the circumstances surrounding the words he shared with me, I do recall that I was feeling very important about something that had occurred in my young life. Dad was not one for boastfulness nor actions that reached to self-importance and conceit, and when he took measure of me, so full of myself, he reminded me how very little one accomplishes by himself or herself in the world.

Dad didn't recite poems or reach toward oration of any sort with regard to teaching me what he obviously felt was important but rather paraphrased or gave me the economy version with something I could visualize. He asked me to imagine putting my hand in a bucket of water and pulling the same out and then asked what I would have when I accomplished that. I stated to him that the bucket would probably look pretty much the way it had before I stuck my hand inside. He nodded that I was correct and that was very much the same effect I would get in life, if I felt ever so important that the world just couldn't go on without me, if by chance I disappeared.

My father was paraphrasing a poem by Saxon N. White Kessinger entitled "There Is No Indispensable Man," which was written shortly after I was born. What the author and my dad were trying to relate is the simple fact that all of us should just do the very best that we can do and be proud of ourselves but with the realization that life will go on without us and that very few of us reach that pinnacle of importance that we should not be humble about our accomplishments.

As I reach the years in my life that are defined by accomplishments in family and in career choices, it becomes very apparent that life is short, and the shiny side stays shiny for only a short while. My father's example through the simple lines of a poem has left me with the realization that most of what I have won in life has come through the selfless acts of others and through cooperation and teamwork and with the encouragement of those that lived life in a humble manner.



## THE IUP LONG-RANGE CAMPUS FACILITIES MASTER PLAN

By Tom Borellis, Special Assistant to the Vice President for Special Projects

In November 2009, IUP embarked on the development of a comprehensive long-range campus facilities master plan. JJR of Ann Arbor, Michigan, was retained to conduct this effort, addressing building, infrastructure, and future space needs for IUP. This process has included meetings with individuals and groups from both the IUP campus and the Indiana community. This planning process is now in its final stages.

An EXECUTIVE SUMMARY of the LONG-RANGE CAMPUS FACILITIES MASTER PLAN was presented to the Council of Trustees at the December 16, 2010, meeting. The trustees approved and adopted this summary. This has authorized JJR to finalize the planning book. This facilities planning document will be implemented over the next twenty years with a structured phasing for a 0-to-5-year plan, a 5-to-10-year plan, and a 10-to-20-year plan. The 0-to-5- and 5-to-10-year plans each have a list of projects with estimated costs and where the funds might come from, establishing a financial plan to complement the project list.

The 0-to-5-year plan includes a replacement to Keith and Leonard halls—the new College of Humanities and Social Sciences facility—and a new science facility. The cost of these projects is on the commonwealth capital budget for implementation.

With completion of JJR's work in February 2011, the Division of Administration and Finance will be scheduling open forums to share this twenty-year plan with IUP and the Indiana regional community.

## IUP ENTERS THE GREEN BUILDING INDUSTRY WITH LEED

By Tom Borellis, Special Assistant to the Vice President for Special Projects

LEED—What is this? It is Leadership in Energy and Environmental Design. This is an internationally recognized green building program and certification system. This provides a third-party verification that a building or community was designed and built using strategies aimed at improving performance across all the metrics that matter most: energy savings, water efficiency, carbon dioxide emissions reduction, improved indoor environmental quality, stewardship of resources, and sensitivity to their impacts. This has been developed by the U.S. Green Building Council (USGBC) and provides building owners and operators a concise framework for identifying and implementing practical and measurable green building design, construction, operations, and maintenance.

The new Residential Revival student housing units have been programmed to be Green Buildings, and FIUP and IUP have registered for LEED certification. The Phase I project (Putt and Delaney) has received LEED certification, and the other phases are working on the qualification list for certification. Once all phases have received their LEED certification, there will be a formal announcement and program.



## The Visiting Pigeon

By Don Schrecengost and Kim Lewis

Who would have believed that a pigeon from Illinois would come to visit the grounds people here at IUP? The bird in the photo is being released after a harrowing experience. First, it traveled from Michigan to Pennsylvania. When it arrived at IUP, it was greeted by the crimson hawk (red tailed hawk) that watches over the baseball field, ensuring that no predator invades the grounds of IUP. Several maintenance workers witnessed the pigeon under attack by the hawk. The hawk released the pigeon, which flew for cover in the Robertshaw Grounds Crew area. In the dumpster at Robertshaw (RSM) the bird found popcorn seeds that seemed to be quite enjoyable.



Don and Kim with the pigeon they rescued.

After its encounter with the hawk, it had to put up with the members of the grounds crew, including Kim Lewis and Don Schrecengost. They recovered the pigeon and did an Examination, finding a band of identification on the leg of the bird. Lewis was prompted to investigate the band further. She *googled* the Homing Pigeon website and found a way to read the tag to identify where the pigeon originated. This one was from a place in Michigan. Lewis did contact people at the Homing Pigeon Foundation (HPF). Through discussion with Dave from HPF, it was revealed the owner had released it in Illinois and expected it to return to Michigan. The Homing Pigeon Foundation is an international group that works with homing pigeon owners, helping to locate lost birds and supporting the activities of its members. The website contains information for those who find lost and bewildered birds. Some of the facts include the type of food they eat and how they ingest their water. It says the birds eat wild flower seeds and drink water as though they had a straw. Pigeons suck from a water dish that must be at least one inch deep. The HPF also recommends that you do not feed the birds unless they are in distress, or they may become attached and stay around longer. Due to its condition, Lewis did buy some seed and feed the bird over a weekend. The HPF says once a bird is healthy, it should be released, left to fend for itself, and it will eventually leave for home.

Our people here released the pigeon about two weeks before Thanksgiving from the ball fields on South Campus. It flew very well but had become somewhat comfortable with the home it discovered at Robertshaw. This bird stayed around for the next couple of weeks inside and outside the building at Robertshaw. No one fed it during this period, and it finally did leave on its own.

According to Dave at HPF, the bird would be home the day it left Robertshaw. They fly at about 75 mph, and it would take about 8-10 hours for it to get home. We have not heard from the HPF or the owner about its journey home, so this story is a mystery. We hope there are a happy pigeon and pigeon owner somewhere in Michigan. Only the bird knows for sure!



Don and Kim releasing the pigeon

# WHAT I DID OVER HOLIDAY BREAK

By Rick White and Financial Operations Staff

When I was a youngster growing up, my parents subscribed to a publication by the Pennsylvania Game Commission called *Game News*. In this publication was a standard section titled Field Notes, which I found most enjoyable to read. This section was a collection of short writings submitted by various game protectors of interesting or amusing events that happened within their districts during the prior month. As I contemplated what would make an interesting article for this issue of *A&F News*, it occurred to me that everyone has interesting and unique events going on over the holidays that they might be willing to share in a short story similar to the Field Notes articles. I asked the staff of Financial Operations to prepare a couple of paragraphs about what they did over the Holiday Break and assembled those stories for this publication. We hope you enjoy.

**Lora Lee Bertig** - My family attended the Winter Classic Game at Heinz Field on New Year's Day between the Pittsburgh Penguins and the Washington Capitals. Even though the Pens lost the game, we had a great time with family and friends, and the atmosphere was terrific for hockey fans like us!

**Sandy Cribbs** - I spent some much-needed and precious time with my husband, Jim, and daughter, Amanda. We had no special plans but did as we wanted with no pressures. We took Manda shopping and got to spend some mother-daughter time together. New Year's Eve was spent with just the three of us watching the ball drop and enjoying our time together as a family. Loved it!

**Ruth Houser** - I cooked, cleared the table, washed dishes, cooked some more, and did more dishes, because I had a houseful of family on Christmas and on New Year's Day. Since there were young children, we had a basketball hoop set up in the living room, a tent in the dining room, a table and chair set on which you could write in my kitchen, and transformers that turned into machines all through my house, and the big boys were playing hunting games on our TV. It was a good holiday to remember.

**Randy LeBlanc** - I was blessed to have all five children at home for Christmas. I spent time catching up with the kids from Virginia and reading the several books I received as gifts. My favorite book is the biography *Bonhoeffer: Pastor, Martyr, Prophet, Spy*.

**Chris Patterson** - We had a houseful of family on Christmas Eve and Christmas Day and a houseful of friends on New Year's Eve. I discovered, and became hooked on, the Kindle app for my iPod. It was nice to be off and not hit the ground running every morning.

**Brenda Penrod** - As Christmas approaches at the Penrod house each year, my kitchen turns into Cookie Central. Normally, I start baking the weekend following Thanksgiving (cookies that can be frozen ahead of time) and work my way through to the week of Christmas. This year however, a trip to North Carolina over Thanksgiving put me a little behind. Even with the late start, I baked one hundred and twenty dozen cookies to be distributed to friends and family. Once the baking and icing are complete, I arrange the cookies on trays for distribution. Each tray is prepared with the size of the family to receive them in mind and each family's favorites. The choices include nut rolls, M&M, no-bakes, haystacks, cream wafers, individual cheese cakes, peanut blossoms, and iced sugar cookies. A day or two before Christmas, my husband drives me around town to deliver the sweet treats. This year, we had nineteen stops.



**Carol Ramer** - This year my Christmas break did not turn out as planned. Christmas Eve usually begins by getting prepared for a Christmas breakfast that is held at our house. The day usually ends by attending a Christmas Eve church service. This year, I spent Christmas Eve in the emergency room with my Dad because of a fractured knee cap. Even though we were not able to have our Christmas breakfast or attend our church service, we had a great day on Christmas spending time with family—some that we have not seen for a while. A lot of time over the break was spent going to doctor appointments and pre-testing for surgery, but I am very thankful I had the time off to help out and spend time with family.

**Judy Simpson** - I spent Christmas with my family, my parents, and two of my sisters. We exchanged gifts and had a delicious lunch together at my parent's house. It was nice having time to visit with family

**Tom Toia** - We spent Christmas Eve with my wife's aunt and uncle and their family and friends. We all attended church services at midnight Christmas day. I also celebrated my nineteenth wedding anniversary on December 28th.

**Rick White** - Aside from the usual holiday activities of family parties, gift exchanges, and general over-indulging, my holiday break included two notable events/activities. The first was an extended visit by my oldest daughter, Angela, and her husband Jim. Angela and Jim moved to Orlando, Florida, during the last week in September and could not return for a visit until Christmas. They arrived in PA on Christmas Eve and spent the next four days bouncing back and forth between our home and Jim's parents' home. Fortunately for us, Jim's parents live in Indiana, so time between his side of the family and Angela's side of the family can be balanced out fairly well. After Angela and Jim flew back home (no problems or flight delays), I began the second half of the holiday break by building several raised beds for this spring's gardening activities. The raised beds are two-foot-by-eight foot boxes approximately eight inches deep with four-foot-tall side rails for fastening tomato cages or other attachments for vining plants. Total construction time to cut, stain, and assemble was about three days. In the spring they will be ready for dirt and planting. All in all, this year's holiday break was enjoyable and relaxing.



## KCAC – Team One

By Ray Wygonik, Director, Engineering & Construction

In very short order, our athletic teams will be taking center stage on the hardwood court of the Ed Fry Arena to the cheers and noise of enthusiastic crowds. The university will celebrate a fabulous new venue that will admirably serve IUP for decades to come. Prior to our athletic teams taking the floor, another IUP team has already been in play, feverishly working behind the scenes to ensure a successful and smooth opening. If all goes well, the team will not see their faces on the arena scoreboard nor hear the cheers of crazy fans nor attract any attention to their efforts. While that may sound strange, in the facilities world, drawing attention is a no-no; it usually means something did not go quite right. The mission of the Facilities Department, and of all of the Admin & Finance division, is to quietly support the university and largely remain invisible. If we wanted glory, we picked the wrong profession!

The end game of the team is to outfit the Kovalchick Complex with all of the Furniture, Fixtures, and Equipment (FF&E) needed for the building to be fully functional. Planning for this effort started prior to the ground-breaking ceremonies. Engineering & Construction was charged with the task, and, as we started work, our feeling was "Sure, we can do this." But, as planning progressed, we often thought, "How are we going to do this?"

Our initial work sheet had 232 line items that had to be researched, specified, bid, purchased, received, and installed. While this number in itself was overwhelming, it only touched on the tip of the iceberg. Single line items like "Scoreboard and Video Replay System", "Arena Sound System," "Office Furniture," "AV Equipment," and "Kitchen/Concession Equipment" each represented a stand-alone project with hundreds of individual items, all with design and technical requirements. On any given day, we discussed the code requirements of kitchen equipment, researched the bounce characteristic of portable wood floors, analyzed the resolution of pictures for twelve-foot-high color graphics, tried to understand to the reverberation time of arena speakers, tried to fathom fall protection system for riggers walking on eight-foot-wide beams forty feet above the arena floor, and countless other critical details.

Early on, it became obvious that while Eng & Const was charged with this task, we were going to need help and lots of it! We looked at our options and realized for a few things we would need to reach out to professionals with special expertise, but we also recognized that the university has a wealth of personnel with expertise and abilities that we could enlist to help us with the project.

The nucleus of the team is the Eng & Const staff: Rich, Patti, Ruth, Mandi, and Mitch. They shouldered this project on top of all of their regular duties, with only occasional mild Uprisings—usually traced back to the director. The rest of the team hails from all corners of the A&F division and beyond. It is safe to say every department and nearly every person in Admin and Finance has and is contributing to the effort. Finance and Accounting acquired the funding, set up the proper accounts, and have kept us on the straight and narrow. Facilities

have undertaken the procurement of all maintenance and custodial items and will make numerous “adjustments” to the building required by the passage of time from the design to construction and operation. Purchasing has geared up to take on procurement of kitchen, concessions, and AV equipment as well as to consult on an as-needed basis on a host of procurement issues. Shipping and Receiving is handling the avalanche of deliveries. Custodial will put a shining sparkle to the building for the grand opening. Conferencing Services are conducting almost daily tours to showcase the facility. Campus police have assisted with parking plans and provided a watchful eye over the building throughout construction. Every phone call made or e-mail sent reaching out for help resulted in a “Yes, we will” response, even though that response meant an increased work load for the volunteers.

We also reached out to other university divisions. Individuals from the colleges of Fine Arts and Education and Educational Technology provided expertise for sound systems, TV production and video replay, stage risers, lighting, and curtains. IT Support undertook the design and installation of technology in all of the conferencing rooms. University Relations and Athletics are coordinating donor recognition and assisting with interior graphics and signage.

Successful ventures are usually the result of numerous outstanding individual efforts conducted in unison with others in the pursuit of a common goal, a team effort. Outfitting the KCAC and preparing it for the grand opening and for years of service to the university represents a team effort on a grand scale. Our thanks and appreciation to all involved for a job well done!



## Finance, Bursar, and Budget Pink-Out

By Susie Sink, Associate Vice President for Finance

In support of "Pink-Out Indiana," an event to raise awareness and funds in the fight against breast cancer, Susie Sink challenged the Finance, Bursar, and Budget areas to "Pink Out" on October 27, 2010. For each staff member or student sporting pink, a donation would be made to the American Cancer Society.

Forty "pinked-out" staff members and students appeared for the photo shoot. To encourage additional fundraising, Ruth Houser, in Accounts Payable, agreed to wear her bright pink hair for the remainder of the day. Her effort raised an additional \$55. Dave Strong, in Budget, offered another challenge and agreed to wear the pink hair, if we could raise an extra \$50! Within only a few minutes, Finance, Bursar, and Budget offices raised \$155, which was donated to the American Cancer Society of Indiana.

Many, many thanks to everyone for your support! It was a team effort and fun, too!



Finance, Bursar, and Budget Staff



Ruth Houser putting the pink wig on Dave Strong

## Elk Country Visitor Center

By Judy Gallo, Office of Human Resources

If you enjoy viewing wildlife and learning about Pennsylvania's natural resources, take a drive to the new Elk Country Visitor Center. The center is located in Benezette, Pa., approximately two hours north of Indiana (take Rte. 119 N to DuBois, then Rte. 255 to Weedville and Rte. 555 to Benezette). This beautiful new facility opened September 9, 2010, and offers weekend educational programs, a story theater "multimedia experience," which explains the history of elk in Pennsylvania, horse-drawn sleigh rides (weather permitting), dioramas and interpretive exhibits, wildlife viewing trails, and observation areas. Admission to the center is free; however, there is a three-dollar charge for the theater and a fee for the sleigh rides.

Many Pennsylvania residents aren't aware that elk live in our state. According to the "Experience Elk Country" website, the last elk in Pennsylvania was killed in the late 1860s, but between 1913 and 1926, the Game Commission relocated 177 Rocky Mountain elk from the western United States to the Benezette area. The herd grew to an estimated 600 animals by the year 2000. The Visitor Center sits in the heart of the Pennsylvania elk range and offers excellent opportunities to view elk, deer, turkeys, and other wildlife. This time of year, the elk still have their antlers, and it is not unusual to see a six-by-six or larger bull on Winslow Hill just outside Benezette.

For the past few years I have vacationed at the Elk Country Homestead, which is adjacent to the Visitor Center, and was lucky enough to be there on opening day. The experience was both entertaining and educational, and I would recommend it for all age groups. To learn more about Pennsylvania elk, the Elk Country Visitor Center, and nearby attractions, check out the "Experience Elk Country" website at [www.experienceelkcountry.com](http://www.experienceelkcountry.com).



## QR Codes...What Are They???

By Toni Zanakis Linta, Print Center

Most everyone has seen these funny-looking blocks in magazines and brochures, as well as on products we use every day. If you are unfamiliar with them, they are a way for a consumer to jump from the printed piece to the web quickly. They can direct the consumer to any website he or she might want, whether it be an individual person or a whole department.

Using a program that allows the user to take a picture of the code with his or her cell phone, a user can go directly to a web page and find information the maintainer wants them to have.

The Printing Center is equipped to help you add QR codes to anything you would like. It can develop the code to go to any web address you want your reader to see. This is a great way for IUP to market itself and to show that it is keeping up with new technology.

Potential students are smart phone savvy, and we need to communicate with them using their preferred mode of communication. Let the Printing Center help you communicate with QR codes printed on your jobs.



Scan the QR code with your smart phone to learn more about the Printing Center.

# My Grandma's Homemade Chocolate Pudding

By Frank Carrozza, Facilities Management

Can you beat the taste of homemade? Depends on what you're cooking I guess, but for my money, you cannot beat the taste of homemade chocolate pudding. My grandmother would make her own puddings (chocolate was and still is my favorite), and she was always happy to make me pies with her homemade chocolate pudding. Before she died, she gave me her recipe, and, to be perfectly honest, I just cannot duplicate the flavor, but I still make the pudding on a regular basis.

I'm going to give you the recipe, but before I do, I will offer up a fair warning. If you do not like dark chocolate, or you are fat conscious, you may want to make a few changes to this recipe.

The ingredients are:

- 2 tablespoons flour
- ½ teaspoon salt (not sea salt)
- 1 square baker's chocolate
- 2 cups whole milk
- 2 tablespoons corn starch
- ½ cup granulated sugar
- 2 egg yolks, slightly beaten
- 1 teaspoon pure vanilla



Blend all the dry ingredients in a heavy saucepan and then add the square of chocolate and the milk. If you do not have baking chocolate, you can substitute 3–4 tablespoons of cocoa and a half tablespoon of fat (vegetable oil works well). Cook on medium heat, stirring constantly, until pudding thickens. Add the egg yolks and continue to cook one minute longer while stirring. Remove from heat and stir in vanilla. Cool pudding before placing it in the refrigerator.

That is all there is to making this pudding! It tastes great by itself or in a pie shell. Use the remaining egg whites to make meringue or for other cooking or baking purposes.

I hope you enjoy this recipe, and feel free to bring me a sample when you make this pudding.

## Congratulations to...

- Barb and Doug Miller! The word on the streets is that a long-time romance has culminated in an island wedding. On October 10, 2010 (10/10/10), Ms. Barbara Hopkins and Doug Miller tied the knot in Key West. Congratulations Barb and Doug!
- Hannah Kate, daughter of Dee Baker-Simon in Procurement Services, has been accepted into IUP's Robert E. Cook Honors College for the fall semester of the 2011-2012 academic year. Hannah will major in theater arts. Congratulations to both Hannah and proud mom, Dee Baker-Simon!



### Management Team Administration and Finance

Dr. Cornelius Wooten  
*Vice President*

Mr. Mark A. Geletka  
*Interim 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  
*Interim Assistant Vice President for Administration*

Mr. Tom Borellis  
*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

Kovalchick Complex Grand Opening	Friday, March 4
Spring Break	March 7—March 11
Daylight Savings Time Begins	Sunday, March 13
St. Patrick's Day	Thursday, March 17
First Day of Spring	Sunday, March 20
Spring Classes End	Monday, May 2
Commencement	Saturday, May 7
Mother's Day	Sunday, May 8
Memorial Day	Monday, May 30
Summer Session 1 Classes Begin	Tuesday, May 31