



A&F NEWS

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New Faces and New Initiatives in Human Resources

By Craig Bickley, Associate Vice President for Human Resources

Since our last publication, there are several new faces in our Human Resources department, and a few more are on the way. Craig Bickley assumed the position at the helm of the department, as our associate vice president, in late August 2014, coming to us from Providence, Rhode Island, where he served as senior executive director of human resources for the school district. Fortunately, he and his family are from Ohio, so this is a return of sorts for him. Craig has both an undergraduate and graduate degree in human resources from the University of Toledo and more than 25 years of experience in various top-leadership roles in human resources in both the public and private sectors. Craig is the father of three daughters, the youngest of which will graduate high school this June. His older daughters are both expecting this spring and have already informed him they are having daughters as well. Enough said.

Joining us in early September was Ginny Altemus, our new director of Employee Relations. Ginny, a Johnstown native, comes to us from the Maine Maritime Academy, where she served as the director of human resources. Ginny, too, has an extensive human resources background in higher education and the private sector, with more than 30 years in the field. She is particularly well versed in working with labor organizations and handling various employee concerns including the Americans with Disabilities Act, Title IX, the Family and Medical Leave Act, and other employment matters.

Beth Shearer, our employment manager since last June, added a hyphenated "Fleek" to her last name after getting married in October. Beth came to us from First Commonwealth Bank, here in Indiana. In addition to her duties at IUP, Beth has been president, since 2012, of the Indiana County chapter of the Society for Human Resource Management and maintains her Senior Professional in Human Resources certification.

Still vacant as of this printing are the department's administrative assistant, the manager for Classification and Compensation, and new Human Resources coordinator positions.

You can expect Human Resources to launch compliance initiatives this spring in the areas of protection of minors and background check policies because of recent changes in Pennsylvania law and the rollout of a policy by the Board of Governors. These changes have identified all campus community members as mandated reporters of suspected child abuse, as well as established requirements around training and background checks. We will also take this opportunity to consolidate the background check service for all students who require it as part of their academic program, i.e. student teachers, nursing students, etc.

Also this spring, the Human Resources staff will implement a new electronic on-boarding service which will push e-forms to candidates and new hires prior to being on campus, streamlining and expediting the on-boarding and orientation processes. Later this spring, the group will convert and expand the university's applicant tracking/posting platform from PeopleAdmin to NeoGov, again, with a focus on efficiency, service, and accuracy. Our staff members, new and established, are particularly committed to improving services offered to the campus community. We look forward to working with all of you in a very inclusive way as we launch these and other initiatives.

Changes in the Department of Public Safety and University Police

By Doug Campbell, Interim Director of Public Safety and University Police

The University Police Department experienced many significant events and changes during 2014. The director of Public Safety/chief of police, Sam Clutter, and Lieutenant Greg Cusimano retired. Both served the university in a positive light for many years and are missed. Officers Charity Butz, Matthew Panigal, and Austin Weaver resigned after finding employment with other law enforcement agencies showcasing the knowledge and skills acquired while serving the IUP community with pride and integrity. Dispatcher Connie Berringer transferred to another department on campus. Lieutenant Douglas Campbell was appointed to fill the director of Public Safety position on an interim basis; Sergeant Tami Cramer was appointed to officer in charge of the 11-7 shift, also in the interim; and all officers and dispatchers sacrificed their personal schedules to work through the difficult scheduling and manpower issues. The Department of Public Safety welcomed new hires, too. Dispatcher Stacey Nemcheck and police officers Michelle Wampole, Stephanie Neeper, and Gregory Durick all have accepted the challenge and high standards of the IUP Police Department and began their service to our community. Security officer Phillip Levri was hired and is performing great work while assigned to provide additional security at the IUP Libraries during its 24-hour open schedule five days a week.

Despite these changes, the University Police Department responded to 10,640 calls for service. This call volume exceeds calls for service in 2013 by 905. We protected those who visited IUP for concerts, sporting events, college visitations, and many other events. We responded to those in need of assistance. We were saddened by the behaviors of students and visitors during the social media event referred to as "IUPatty's Day." We did not lose faith but grew stronger and made a commitment to make IUP a benchmark for other universities to emulate. Homecoming 2014 was a huge success because of this commitment, and with the help of many others, it has become a springboard for continued improvement. IUP hosted the Governor's Awards for the Arts. The IUP Department of Public Safety provided dignitary protection services for the governor and his guests while the Pennsylvania State Police were conducting a manhunt in the northeastern part of the commonwealth and unable to provide adequate protection during a very heated election year.

The Department of Public Safety actively began to update the Hazard Mitigation Plan and Emergency Operations Plans in 2014 and will continue to make improvements for the safety and security of our community.

Many of these things were not observed by others, but the Department of Public Safety takes pride in its accomplishments. As the mission statement, in part, reads, "The University Police Department will endeavor to continually adapt to the changing needs of the community. It shall be the intent of the University Police Department to provide essential services geared to the diverse needs of the university community, and it will support a cohesive environment where the community works together to enhance the image and reputation of our diverse educational community."

The Indiana University of Pennsylvania Department of Public Safety is Proud to serve our community.

Kovalchick Complex News

By Seth Benalt, General Manager, Kovalchick Complex

The Kovalchick Convention and Athletic Complex experienced its busiest fall yet. Providing an entertaining variety of events for all show-goers and convention seekers, eight ticketed events appealing to a variety of demographics made their way to the arena, while larger-than-ever annual events took over the conference center.

TNA Wrestling brought its well-known live "Impact" show to the Kovalchick Complex on August 15. Not to be outdone, this event was followed by several musical shows including Chance the Rapper, Scotty McCreary, and Bill Gaither. The annual B. E. Taylor show rounded out the season of success while setting benchmarks for the show's gross revenue and tickets sold. Family shows included the *Gala of the Royal Horses* and *Mythbusters—Behind the Myths*, an exciting science show lifted from the Discovery channel to the stage. Comedian Ron White's tour brought the house down and added another element to the multi-dimensional spectrum of events.

The conference center continued to show its long-term potential as the Safety Science Conference had to move to the arena floor because of the increased number of attendees. Attendance also continued to soar during the winter months as an additional 160 people were included for holiday parties before the annual B. E. Taylor show. In addition, the Indiana County Chamber of Commerce held its largest luncheon, with more than 500 people attending. Catering numbers also have increased, as well as positive reviews concerning the changes to the catering and concessions menus in both quality and presentation.

The Kovalchick Complex is excited to host, manage, and present several exciting shows, events, and competitions for the community this spring, including IUP men's and women's basketball games, Cheerlebrity presented by Varsity All-Star, the PIAA Junior Wrestling Championship Tournament, FloNationals wrestling, Celtic Woman's 10th Anniversary World Tour, the Newsboys, and Kansas with Blue Oyster Cult.

With the addition of a brand new scoreboard at Frank Cignetti Field in Miller Stadium, the Kovalchick Complex staff managed the music, videos, and scoreboard operations as well as marketing and group sales. These new initiatives are expected to continue for the fall football season of 2015.

The Kovalchick Complex staff is dedicated to the success of the facility, customer service to all patrons, and creating a positive impact in the surrounding communities. Charitable initiatives included volunteering time at the Indiana County food bank and participating in the Salvation Army's Treasures for Children program. Treasures for Children allowed staff members to give the gift of caring and sharing as they each "adopted" a needy child and fulfilled the child's wish list for the holiday season.

The Kovalchick Complex continues to deliver on the promise to IUP, the community of Indiana and surrounding counties, and patrons of the facility to pursue first-rate entertainment while making use of the many management practices that keep the facility operationally efficient.



Junior Women's Civic Club 20th Annual Luncheon

By Jodie Cadile, Budget Office

The annual Junior Women's Civic Club luncheon will be held Saturday, April 11, from 11:00 a.m. to 1:30 p.m. at Chestnut Ridge in Blairsville. If you are looking for some good food and good company (while helping our community at the same time), please think about joining me. Tickets are \$25 and include a buffet luncheon and non-alcoholic beverages. Proceeds from this year's event benefit the Miracle League of Indiana County (www.mloic.org) and the Indiana County Community Action Program's Power Pack Program. The Miracle League of Indiana County allows children with special needs a chance to experience playing baseball in a league-based environment. The ICCAP Power Pack Program helps children who are at risk of going hungry when food resources, such as school lunches, are not available by allowing them to take home child-friendly, non-perishable food items in a back pack. There is no charge to the child's family or the school district for this program. Currently in Indiana County, 500 children are receiving Power Packs, and an estimated 400 more are in need.

This year's luncheon is a themed luncheon. Each table is decorated with its own theme, and themes from "Old Hollywood" to Citizens' Ambulance are scheduled for this year's event. Here are some pictures from prior years' events:



The club is looking for volunteers to decorate/sponsor tables and donate items toward the basket raffle that will be held. I am working on forming a group to sponsor a themed table, so if you are interested in joining with me to decorate a table, please e-mail me at jgrigas@iup.edu. Hope to see you there.

If you have any other questions or would like to donate to the basket raffle or sponsor your own table, please send an e-mail to jwccindiana@gmail.com.

Just a Garden?

By Susanna Sink, Associate Vice President for Finance

Sitting with a steaming cup of hot chocolate in my hands, my warm slippers on my feet, I don't mind that the temperature of the air in my back yard is in single digits, with the "real feel" much lower than that. I look out of my windows to a sea of white snow and a fantasy of icicles hanging from the trees. I know that underneath the snow lie hundreds of tiny plants, countless roots, and seeds. I know that they lie in wait to enchant me with their new growth and their beauty in the fullness of time.



Each fall as I clear away dead growth and fallen leaves, empty pots, and replant perennials, I have faith that a new display of wonder awaits me in the coming spring. I don't mind the chore of cleaning and stacking empty pots and packing away trowels, shovels, and rakes. They are the tools that have served me well during the growing season and will be waiting in my gardening shed to be useful again when needed. I don't even give a thought to the bleak winter ahead, as I know that it is nature's life cycle for many of my plants, a time to be dormant, and rejuvenate.

As I await spring, I am reminded that my garden rewards me many times over for the resources I've invested in it. I recall that as I was pruning and trimming, I could think over puzzling issues and relationships. As I pulled weeds, I worked out my frustrations. As I planted seedlings and divided perennials, I refreshed my spirit in hopes for new growth.

Some of my paths and plantings represent issues solved and frustrations long gone. Some of my plants are living testaments to meaningful relationships—gifts from friends and family that I hold dear. I have several very unusual trees and plants that were given to me from my grandmother-in-law's garden, a chance to carry on her legacy and love of gardening. For years, it was not unusual for me to look out to my back yard and see Grandma Lingle planting a new surprise for me.

Reflecting on my garden reminds me of many hours spent among the plantings with nieces and nephews teaching colors, smells, and insect and flower types. As they grew up, they became excellent helpers with weeding and planting. I reflect upon hours of hard work and fun laughing and talking with my husband, family, and others who were passing by, stopping to enjoy the beauty of the garden. I remember my mother dead-heading flowers while my sisters and I pulled weeds and late evenings spent just absorbing the diffusion of lights as my husband faithfully watered the array of plantings and pots. I have enjoyed those treasured moments in the enchanted garden so very much, but now I realize that the garden is not just dirt and plants, but the scrapbook of how I have grown and developed as a person.



Is it any wonder that, when I look at the snow-covered garden, I don't see a barren winter landscape or the hours of work that it will demand when the snow disappears? I see instead a landscape of my family and my life, a living record of past trials and triumphs, and remembrances of the people who have been so much a part of them. I look forward to spring when I know I will see the promise of new growth and the opportunity to create more special moments.

The Central Storeroom—More Than Just a Source for Your Supplies

By Michele Fatora, Central Stores

The Central Storeroom is here to supply campus customers with their everyday needs. Whether it is supplies for the department offices, maintenance supplies, or selected items from our reissue/surplus area, we treat our customers' needs as a priority. We continue to honor our customer service by meeting this standard: Have your reservation entered into the SAP reservation system by 2:00 p.m., and your order will be delivered to your desk the same day or first thing the next morning at the latest. We also offer on-demand delivery services to meet the emergency needs of our customers, as well as a walk-up counter service. But, the Central Storeroom is so much more than just a "storeroom."

Do you need to have an item delivered or picked up and delivered to your office?

Our Hot Shot Delivery service is just what you need. With a single phone call to the storeroom or the entry of a work order, we can assist in your delivery needs, on-demand, and as needed. Our delivery service includes but is not limited to the following:

- Regular trips to Punxsutawney and Northpointe
- Urgent on-campus deliveries from office to office
- On-demand needs to pick up or deliver off campus and out of town

Is it storage that you need?

The Central Storeroom is here for all of your storage needs. Our storage services include but are not limited to these:

- Confidential file storage
 - For those highly confidential items, we can provide a storage area with restricted access.
- Seasonal and events storage
 - Do you have items that are used only certain times of the year? We can store these items for you and have them delivered as needed.
- File storage
 - We offer a storage and records management area for you to store your inactive files.
 - We provide storage, reports, and disposal as well as an area to view your files as needed.
- Project storage
 - A convenient solution to store those project items that you're not quite ready for when they arrive at IUP.
- Temporary and miscellaneous storage
 - Is your office being renovated and you need a temporary area to store your items?
 - Do you have extra items in your office that you will need in the future, but you just don't have the space for them now? We can help!

Shredding? We can help with that.

Our area has both paper shredding and hard drive shredders available to dispose of your documentation and materials.

- If you use our file storage areas, shredding and recycling of your documents is done per your request during the storage process.
- Documents to be transported from your offices and shredded?
 - Work orders can be entered for an as-needed pickup.
 - Scheduled pickup of documents to be shredded can be set up by calling the Central Storeroom.
 - Do you have something that you need to shred yourself? No problem. We can assist you with the transporting of those documents and provide a secure area for the items until you are available to shred.
- The IT Support Center has full access to the hard drive shredder in order to provide the strictest security for your data.

Fixed Assets, Inventory Control, and Surplus

Items are tracked in the Central Storeroom, whether they are new fixed assets arriving on campus, assets whose whereabouts need to be maintained while on campus, or assets that go to surplus when the need arises. Our inventory control area maintains the surplus and reissue area, which by the way is always open to our campus customers for an internal shopping trip. You never know what you may find.

Export Control Support

One of our newest services is to provide our campus customers with the necessary Export Control (ECCN) information for their international travel. We supply the necessary labels to our customers with the assistance of Procurement Services and Financial Accounting.

These are just a few of the services that the Central Storeroom offers you, our campus customers. Please visit our website at www.iup.edu/centralstores for a more detailed list of all of our services. We also invite you to stop by the Robertshaw Main Building to visit us and view our areas. Please give us a call at 724-357-4074, and we will be glad to answer any questions you may have.

Know Your Candy

By Susanna Sink, Associate Vice President for Finance

As I reflect on the passing holiday season, I recall how, as a child, I yearned for the toy candy, marshmallow covered Santas, ribbon candy, chocolate covered cherries, divinity, mashed-potato candy (yes, mashed-potato!), candy canes, turtles...do I need to go on? I'm sure you can all relate to that very special surprise that was always a standard in your stocking, under the tree, or on the holiday dessert table. With Valentine's Day on the horizon, who isn't thrilled with a box of candy hearts with flirty messages? "How sweet!"

I'm asking you all to become aware of the very alarming, increasing trend of recreational drugs being made to look more and more like candy. I was quite surprised to learn of this most recent concern with law enforcement. Drugs made to look like candy are easier to conceal and transport. They are made to look harmless, minimizing the threat and enticing those who might have reservations about using the drug in its most familiar state. Right now, the problem isn't so much with children because the "marijuana candy" is too expensive to simply give away. The threat comes when an adult may be using the candy and a child or another unsuspecting adult indulges, believing the candy is harmless. Take a look at some of the pictures. Would you be fooled? Would your children, grandchildren, or pets be fooled? The trend has been seen in New Jersey, New York, and Pennsylvania.

Let's talk bon-bons and truffles. Could these be psilocybin mushrooms covered in chocolate? Sure they could! These mushrooms are a hallucinogenic drug like LSD. Covering the mushrooms in chocolate makes them easier to ingest.

How about the wax drink-bottle candy or wax lips? Remember those? Have you heard about "marijuana wax"? It resembles ear wax. Apparently the THC from the marijuana is extracted, and the wax can be as high as 95 percent pure. The trend includes smoking a tiny bit of the wax in a butane inhaler, similar to an electronic cigarette, and the high is immediate and much more intense. It also takes the smell away, so it is more difficult to identify.

I was quite surprised to learn that both the chocolate covered psilocybin mushrooms and the marijuana candy were recently seized locally. Forty pounds of marijuana candy was seized over a year ago at West Chester University.

Ever since marijuana was legalized, first for medicinal purposes and then in some states for recreational use, the experimentation no longer has to be so concealed or hidden. More and more is being done to strengthen and enhance the effects of the drug. Keep this in mind if we ever have the opportunity to vote on a legislation referendum in Pennsylvania.



Marijuana wax



Hard marijuana candy



Marijuana candy bars

Finally, you're probably wondering why I chose to write on this topic. Coming from a family blessed with law enforcement professionals, our family gatherings include much discussion on recent illegal activities in the state. I've threatened that at the Easter holiday I want to discuss accounting standards and collecting student receivables, but just take another look at the psilocybin mushrooms made and packaged to look like Peeps.

Know your candy and be careful out there!



Psilocybin mushrooms made to look like "Peeps"



Psilocybin mushrooms packaged to look like "Peeps"



Please welcome the following employees who are new to the Administration and Finance Division:

- Michelle Wampole, patrol officer in Public Safety and University Police, August 24
- Stephanie Neeper, patrol officer in Public Safety and University Police, August 25
- Virginia Altemus, employee relations director in Human Resources, September 1
- Greg Durick, patrol officer in Public Safety and University Police, September 15
- Gayle Summerville, custodial worker I in Custodial Services, November 19
- Melinda Wirgnoivcz, custodial worker I temporary in Custodial Services, December 15
- Michael Aikens, fiscal assistant in Grants and Special Fund Accounting, January 12
- Sheila Brumbaugh, fiscal assistant in Accounts Payable, January 12
- Patrick Tomassetti, patrol officer in Public Safety and University Police, February 2

**Management Team
Administration and Finance**

Dr. Cornelius Wooten
Vice President

Mr. Mike Brown
Associate Vice President for Facilities Management

Mr. Craig Bickley
Associate Vice President for Human Resources

Ms. Susie Sink
Associate Vice President for Finance

Mr. Sam Phillips
Assistant Vice President for Administration

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

Mr. Bob Bowser
Director of Procurement Services and Central Stores

Mr. Doug Campbell
Interim Director of Public Safety and University Police

Mr. Bob Deemer
Budget Director

UPCOMING EVENTS

Lincoln's Birthday	Thursday, February 12
Valentine's Day	Saturday, February 14
Washington's Birthday	Sunday, February 22
Spring Break	March 7—March 15
Daylight Saving Time Begins	Sunday, March 8
St. Patrick's Day	Tuesday, March 17
Spring Classes End	Monday, May 4
Final Exams	May 5—May 8
Spring 2015 Commencement	Saturday, May 9
Mother's Day	Sunday, May 10