



# A&F NEWS

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# A MESSAGE FROM THE VICE PRESIDENT

Season's Greetings! May you experience the joy of the holidays and the bright promise of a happy and healthy new year. It's the time of year to be merry and joyous. It's the perfect time to take a break from work and cherish the warmth of the season and spread holiday cheer. Warmest wishes to you and yours during this holiday season.



## First Annual Facilities Leadership Team Workshop an Acclaimed Success

By Mark Geletka

Associate Vice President for Facilities Management

The first annual Facilities Leadership Team Workshop was held on October 13, 2009, at the College Lodge. The event was sponsored by Administrative and Finance Division vice president Dr. Cornelius Wooten and held for the purpose of updating the leadership team of the Facilities Operations group on a variety of topics that pertain to both technical and supervisory skills. The meeting included presentations featuring innovative ideas, exchanges of best practices, reviews of existing standards, and practice in handling everyday interactions in the workplace through role playing exercises. The program represented a reinvestment in Facilities' leaders so that they can better sustain and enhance the support they provide to the university.

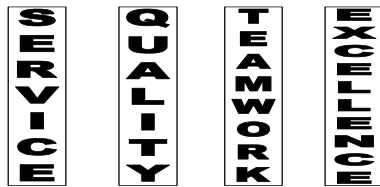
To start the day, Vice President Wooten welcomed participants and spent a few minutes talking about the Administration and Finance Division and the importance of the division in supporting IUP's strategic initiatives and keeping the university moving ahead. Dr. Wooten presented what he called the "Pillars of Administration and Finance," and stressed the need for all leaders to be guided by these principles.



Dr. Cornelius Wooten, VP, Administration and Finance, stresses the important role the division plays in the overall success of the university.

### Administration and Finance Division Pillars

## COMMITMENT



## DEDICATION

The four pillars of success presented by Dr. Wooten

Leadership team members not only participated in the program, but many presented as well. In addition to being the official photographer for the event, Industrial Hygienist Frank Carrozza partnered with Benefits Manager Lindsey McNickle to deliver information on safety issues and procedures for reporting workplace injuries. Custodial Services manager Leroy King and Human Resources director Judy Gallo teamed up to describe ongoing efforts to make computers accessible to all facilities employees. Building maintenance foreman Steve Black explained the process he is leading to convert the FAMIS work order system to the newly acquired *SchoolDude* system. Automotive equipment

foreman Jim Brink and Facilities Operations director Doug Miller presented a refresher on the proper use of state vehicles, while director of Facilities Engineering Ray Wygonik informed participants regarding upcoming construction projects.

After a mid-morning break, the Office of Human Resources, led by Helen Kennedy, associate vice president, Human Resources, with support from Lindsey McNickle and Judy Gallo, delivered materials and information on performance management. The subject matter included labor relations issues, call-off procedures, collective bargaining agreements, leave information, H1N1 issues, examples of counseling sessions, new employee orientation, benefits information, and more. In order to engage the participants, the HR team divided the group into teams and provided a work-related problematic situation to each; each team was charged with solving the problem in question and reporting the outcome to the rest of the group. The HR team finished their presentation with a discussion about the State Employee Assistance Program (SEAP). They explained how important it is for supervisors and managers to recognize when employees may need assistance and how to guide them to the proper resources.



Lindsey McNickle, benefits manager, discusses leave entitlements.



Leroy King, Custodial Services manager, and Judy Gallo, HR director, describe the effort underway to expand computer access to all facilities employees.



Custodial supervisor Ray Vrabel (standing) engages in a role play with Facilities Special Programs coordinator Michael Mann.



Steve Black, building maintenance foreman, explains the new work order system.



Helen Kennedy, AVP for Human Resources, facilitates a mock counseling session.



Participants enjoy a lighter moment while observing a role play of a workplace scenario. Seated left to right at the front table are Tony Neese, building maintenance foreman, Rich Manslow, project manager, E&C, and Bob Lezanic, custodial supervisor.

Mark Geletka, associate vice president, Facilities Management, concluded the workshop with a discussion of two important aspects of leadership: 1) Elements of a Successful Team, and 2) Management of Change. The Elements of a Successful Team, shown below, are self-explanatory but often taken for granted. It is mastery of these elements that makes the difference between effective and ineffective teams.

The discussion on change management highlighted three key components in handling change. First, one must approach change with an open mind and a positive perspective and be a good listener when changes are identified or recommended. Second, one must make sure the proposed change makes sense and that it is supported by a solid rationale. And third, one must determine and employ appropriate techniques that make the change initiative a success.

#### Elements of a Successful Team

- Work together
- Be open with one another
- Leave biases behind
- Develop trust with one another— “forgive”
- Be flexible—be open-minded
- Take our work to the next higher level
- Do the right thing—because it’s the right thing to do
- Focus on progression—not perfection
- Empower our staffs
- Emphasize quality
- Continuous improvement—continually
- Work together—must to survive
- Eliminate negativism—be more positive
- Avoid a disrespectful attitude
- Get rid of egos

This first workshop was quite successful, and there are many people to thank for their efforts in planning and coordinating it. Special thanks go out to Bobbie Douglass, who coordinated the arrangements; to our presenters, who stepped up and took leadership roles when asked to do so; to the Office of Human Resources; to Mary Williams and Connie Berringer, who “held down the fort” during the workshop; to Frank Carrozza, who found out how to use his camera; to Dr. Wooten for his support for this workshop; and to all those leaders who thought enough about their responsibilities to the university to attend the first annual Facilities Leadership Team Workshop and helped to make it a success.



Participants in the First Annual Facilities Leadership Workshop pause for a group photo.

## ESS is Smart, Convenient, Easy to Use!

By Kathleen Manion

Employee Self-Service (ESS) makes it possible for employees to view, and in some cases, update, their personnel, payroll, leave, and benefits information. ESS provides access to the following:

- Personal data
- Address
- Emergency contact information
- Pay statements
- Benefit plans
- Leave balances
- Absences
- W-4 information (user may change withholding)
- Bank information
- Ethnicity/race (user may change codes)
- Savings bonds

ESS is convenient, because it can be accessed via a computer from anywhere Internet access is available.

In order to introduce IUP employees to ESS, the Office of Human Resources and IT Services teamed up to develop and provide training. Together, they offered eight informational sessions during the 2009 fall semester. Many A&F supervisors and staff members attended this training and have begun using ESS to access their payroll and personnel data. Additional training will be offered during spring semester, 2010.

If you did not attend the fall training, and you don't want to wait until it comes around again in the spring, you can still begin using ESS by following the handy step-by-step guide developed to help employees through the initial logon process. This guide, entitled "How to Access Employee Self-Service (ESS)" is available at [www.iup.edu/humanresources](http://www.iup.edu/humanresources). Once you are at the HR website, simply go to "Employee Self-Service (ESS) Portal," click on "full user guide," and follow the directions carefully. If you do not have computer access at present, a hard copy of this guide may be obtained by contacting the Office of Human Resources at 7-2431.

While ESS is simple and easy to use, getting into the system for the first time can be a bit of a challenge. To make it a little easier, here are two things you can do before getting started.

**Have your I-card handy.** You'll need your Banner ID. That's the number printed above your photograph on your I-card. This number should be preceded by the @ sign when you enter it on the screen.

**Get your Banner PIN.** Your Banner PIN was initially set to be your date of birth, in the form of six digits (month-month, day-day, year-year). If your birth date is April 30, 1970, for example, the PIN would be set as 043070. You may, however, have changed your PIN, perhaps when you used URSA to request a parking permit. If you changed your PIN and cannot remember it, call Human Resources at 7-2431 and ask to have it reset.

To help make it easier for Facilities employees to use ESS, computers are available in the Robertshaw lunchroom. Additional computers will be installed in the Custodial Worker 2 areas and will be available in the near future.



## Electronic Leave Approval Coming Soon

By Mary Smelko, Payroll Director

IUP is moving forward once again, implementing a new feature of Employee Self-Service (ESS). Employees will soon be able to submit their requests for leave electronically, and supervisors will approve leave requests through the ESS portal.

A pilot group consisting of employees of Financial Operations, Human Resources, Information Technology Services, and Payroll Services began using this functionality on Monday, November 2, 2009. According to reports from the new users in the pilot program, electronic leave submission and approval is easy and convenient!

This new tool provides the following advantages:

- The feature is extremely user-friendly and requires little, if any, training for the employee or the approving supervisor.
- The three-part paper "Request for Leave" form is eliminated.
- The system provides a direct link for employees to access their leave balances when the leave request is created.
- Employees cannot submit a leave request for hours in excess of what they are entitled to earn during the current leave calendar year. This includes current leave accruals and accruals anticipated through the end of the leave calendar year.
- Immediate turnaround - when the leave request is approved, the employee's leave information is updated immediately in Employee Self-Service as well as in the Human Capital Management System.
- The confidentiality/privacy of the leave request is maintained.

It will take approximately four to six months to implement electronic leave throughout the university.

## Jordan Britcher Named Optimist Boy of the Month

The Indiana Optimist Club selected Jordan Britcher as the 623rd Boy of the Month for November 2009.

Jordan, 18, is the son of Bob and JoAnne Britcher of Indiana. Jordan is a senior at Indiana Area Senior High School, where he is a member of the Key Club, a four-year member of the varsity baseball team, and a member of the varsity basketball team. In 2009, Jordan was named to the *Indiana Gazette* All-Baseball Team and also to the Section 2 WPIAL All Baseball Team. He is also a member of St. Thomas More University Parish.

Jordan's hobbies include hanging out with his friends, fishing, and playing street hockey. His favorite subjects in school are health, physical education, and history. After graduation, he plans to attend a four-year college, where he will major in health and physical education/sports management. Jordan also hopes to continue playing baseball while pursuing his college degree.

## **IUP Conference Services Assists with Successful Family Weekend Events**

**By Mary Smiley, Conference Services, and Matthew Cramer, IUP Student**

The staff of the IUP Department of Conference Services would like to extend our warm regards to all those who participated in the creation of yet another successful IUP Family Weekend.

Our department was specifically involved in the ticket sales for the dinner buffet and comedy show. Callers were directed to our offices and were provided assistance as promptly as possible by our small but dedicated staff. The needs of IUP's community of families are as important as they are diverse, and to that end we strived to contact every parent, even those difficult to reach, so we could provide them the information they requested. Whether we were keeping track of ticket sales for the buffet and comedy show or providing visitors with information on how they could acquire tickets, Family Weekend kept us very busy.

In addition to handling all ticket sales for the buffet and comedy show, our office was responsible for contacting area businesses to request donations. The donations were used as door prizes at the end of the show, and nearly everyone we contacted was more than willing to contribute this year. The generosity and cooperation of the local private sector were remarkable.

Additionally, we would like to thank the ARAMARK staff for working with us to coordinate seating arrangements and to ensure everything was in place. We would also like to thank the custodial, maintenance, and other departments at IUP who contributed to the success of the event. All elements fell into place for providing yet another memorable occasion at IUP. We want to acknowledge everyone who worked so hard to pull it off. It was a great opportunity to show the students and their families that IUP is all about...THEM.

## **Physical Campus Planning Gets Underway** **By Tom Borellis, Director, Student Housing Development**

Under the guidance of the Administration and Finance Division, and with the assistance of JJR, LLC of Ann Arbor, Mich., Indiana University of Pennsylvania has begun the process of developing a plan for the physical campus that establishes a long-term vision for the physical environment and identifies improvements to occur through 2030. The plan will focus on how to accommodate anticipated changes in enrollment and academic programs, as well as how best to serve the interests of the many constituents who contribute to the university's success, including students, faculty, staff, alumni, friends, and neighbors. Items to be considered will include such things as housing, facility requirements, transportation, parking, traffic and pedestrian flow, green space, landscaping, environmental impact, and sustainability.

IUP selected JJR as a partner in this initiative because of the firm's successful track record in campus planning and design. The firm comprises 150 professional planners, landscape architects, civil engineers, urban planners, and environmental scientists, who provide campus planning services both nationally and internationally. JJR espouses the philosophy that *"Great planning and design create great places. And great places do great things. . . . They foster enriching, inspiring workplaces. . . . They encourage a busy society to slow down and reflect and play."* JJR's university clients include the University of Michigan, the University of Connecticut, Indiana University, Virginia Polytechnic Institute and State University, the University of Wisconsin, the University of Minnesota, the University of Nevada, Northwestern University, Baylor University, and Waynesburg University.

Representatives of JJR will work with the IUP campus community to determine the needs and wants of various constituents and to examine those needs and wants in light of the university's strategic plan. Initial planning efforts will include meetings and focus groups with individuals and groups from both the campus and the local community. These structured interactions will help identify critical campus and community issues that the planning team will take under advisement.

The planning process began November 2-3, 2009, with a series of focus groups that included, among others, university administration, students, a campus advisory group, staff members from Engineering and Construction, and staff members from Facilities Operations. JJR will return to campus the week of December 7, 2009, to hold additional meetings and information-gathering sessions. The overall planning program will continue through January 2011 and will involve all A&F employees. The outcome will be a comprehensive plan for physical development that supports the university's strategic vision and values.

## Central Stores Increases Order Tracking Efficiency—Customer Access Tracking Information Online

By Michele Fatora

In the late summer of 2008, Smarttrack software was incorporated into the IUP Shipping and Receiving function to facilitate the delivery of packages across campus. A few months later, Smarttrack also began to be used to track items received. In March 2009, Smarttrack was integrated into the SAP reservation (i.e., order) process so that IUP customers may access tracking information themselves.

The introduction of this state-of-the-art software has effectively transitioned Central Stores from the use of paper files and an inefficient and time-consuming tracking process, into the electronic age, where tracking information can be retrieved instantaneously. With Smarttrack, Shipping and Receiving is able to electronically track a package in the same way that Federal Express and UPS track packages. A Central Stores staff member can quickly and easily confirm the date and time of delivery, see who delivered the item, and view the signature of the recipient. Campus customers can also access this same information on line, just as they can with UPS and FedEx.

As we move forward in our efforts to provide the best customer service possible, you will see SAP and the Smarttrack systems utilized for more day-to-day operations – to provide information and increase operating efficiencies.

Central Stores periodically holds training and refresher classes to teach IUP customers how to access tracking information. When classes are scheduled, program information will be available on the Central Stores website. Alternatively, customers can be notified when dates are set by emailing Michele Fatora [michelet@iup.edu](mailto:michelet@iup.edu). Employees who order items from Central Stores or from external vendors but have not yet attended this training are encouraged to do so. Users may also locate information on how to track orders on the Central Stores website.

For more information regarding the services provided by the central storeroom, please visit our website at [www.iup.edu/centralstores](http://www.iup.edu/centralstores).

## My Week in Bangalore

By Michael Rivera, Graduate Assistant, Budget Office

During the week of October 4-12, I traveled to India with ten other students from the Eberly College of Business and Information Technology to participate in an international competition for graduate business students. As you may know, the IUP team did very well, placing second out of more than 50 business schools. Individually, I placed second overall in the “best manager” competition.

I am currently a graduate assistant in the Budget Office and was grateful to have Bob Deemer, Barb Ritts, and Mistie Blazavich of the office all recognize me for my efforts when I returned. Bob, in fact, asked me to write about my experience in Bangalore, and I said, “Sure.”

India was great for three reasons: the culture was fascinating, the people were extremely hospitable, and the food was great! Furthermore, the actual journey to India was not as unbearable as I had expected. I do not have an affinity for flying; however, our flights to and from India were reasonably painless. The 20 hours we spent in the air passed quickly, as an abundance of new-release movies were shown, and food and beverages were served continually.

During my stay in Bangalore, I realized that the culture of India is quite different from that of the United States. India is about one-third the size of the U.S. but has about three times as many people. People are everywhere, and traffic is outrageous. As heavy as it can be, traffic in New York City does not begin to compare with the intensity of traffic in India. Cars, scooters, bikes, rickshaws, buses, motorcycles, people, and cows -- yes, cows -- all compete for the right of way. Yet, no matter how hectic life appeared, the people I met were friendly and courteous and willing to take time to talk with me and make me feel at home.

When the IUP team first arrived in Bangalore, we were greeted by students from the People’s Education Society, the college that hosted the management competition. They came to the airport and greeted us in their traditional Indian attire. As is the custom in greeting visitors, they presented us with chains of fresh jasmine to wear around our necks like Hawaiian leis. The faculty, staff, students and administrators at PES made sure that we were comfortable throughout our stay. We attended a concert one evening, and the Indian students made sure we were dancing! I discovered that you need a whole case of Red Bull to keep up with the Indian students! The Indian students wanted to have fun, but, even more important, they



wanted the IUP students to have fun. We had a blast, and their concern and hospitality were much appreciated.

Now in regard to food, let me say that India is the land of spices, and the food is fantastic! However, I received a warning from Joy Vig of the Bursar's Office about eating Indian food that arrived just one day late. Joy's e-mail read, "Remember, only eat in four- and five-star restaurants." Unfortunately, I had already eaten Chilli Tikka Massalla at a food court in the Bangalore City Mall – most definitely not a four- or five-star restaurant. Not long afterward, I became extremely ill, which in itself turned out to be another learning experience. I first had the opportunity to experience a public restroom. It was a very small, primitive facility with neither toilet nor toilet paper – it simply had a hole in the floor. It was nothing like the ones at Eat 'n Park, I assure you. I also discovered what a typical Indian health clinic is like. During the night after I became ill, one of the deans at PES took me to a city clinic in Bangalore. We sat waiting in a small, 10' x 10' room, furnished with simple wooden chairs and benches. Not a magazine in sight. I was eventually called into the doctor's office, an even smaller room, also very simply furnished. Suffice it to say that neither the public restroom nor the clinic had much in common with the public restrooms and doctors' offices with which we Americans are familiar. After all, India is a developing country, and these experiences clearly brought that point home.

The next day, thankfully, I had what seemed to be a miraculous recovery and was able to start eating again. As I indicated earlier, all the Indian food I tried was super delicious. Can I remember all of the fantastic dishes I ate during the trip? Probably not. But there is one dish I will never forget -- Chilli Tikka Massalla.



**Michael Rivera is an IUP graduate student in the Eberly College of Business and Information Technology. He currently works in the Budget Office.**

## **Power Plant Energy Savings A Winner *Beyond Expectations*** By Bob Marx, Special Assistant to the Vice President

During the past summer, IUP installed a new control system for the three existing steam boilers located in the Boiler Plant adjacent to S. W. Jack Cogeneration Plant. This new system, known by the trade name "AUTOFLAME Combustion Management System," is designed to ensure maximum efficiency in the operation of the boilers. The initial projected fuel savings was expected to be 4-7 percent annually. In true IUP fashion, though, the actual results have proven to be "Beyond Expectations."

The system has already reduced the use of natural gas in the three boilers by more than 15 percent. The efficiency of the boilers now exceeds 82 percent. The net savings per month is approximately \$30,116, based on the university's current natural gas price of \$13.26 per Mcf. At a system cost of \$181,395, the payback will be less than one year.

One of IUP's strategic goals calls for existing steam and electric production facilities to be maintained and operated by the application of the most efficient methods possible. In that way, they will provide reliable sources of steam, electricity, and chilled water at the lowest possible cost. To reach this goal, university energy manager Chuck Altimus, and Co-Gen Plant manager Mark Labant were charged with determining how plant operating costs could be reduced and putting in place an effective cost savings program.

Under Chuck's leadership and the ongoing partnership with the staff of the Penn State Facilities Engineering Institute, it was determined that significant savings would be achieved by the installation of the AUTOFLAME System.

The operators and maintenance staff of the S. W. Jack Cogeneration Facility, under the direction of Mark Labant, worked closely with the contractor that installed the new system, CSI Services of York, Pa. Once the installation was complete, all plant personnel were trained in the efficient operation of the new system.

The AUTOFLAME system has since maximized the operating efficiency of the university's three steam boilers through computerization and automation of the combustion control systems. In addition to reducing the cost of operation and overall fuel consumption, this system has also reduced the university's carbon footprint, the total amount of greenhouse gas emissions produced by the boilers. (Greenhouse gas emissions absorb and emit radiation within the thermal infrared range, which is the fundamental cause of the greenhouse effect.)

**Organizational Changes**  
**Public Safety and University Police**  
By Bill Montgomery, Director of Public Safety and Police

Patrol officer Shawn Baird was reassigned from the Punxsutawney Regional Campus to IUP's main campus in March 2009. Officer Baird works the 11:00 p.m. to 7:00 a.m. shift.



Officer Shawn Baird is now assigned to the Indiana campus.

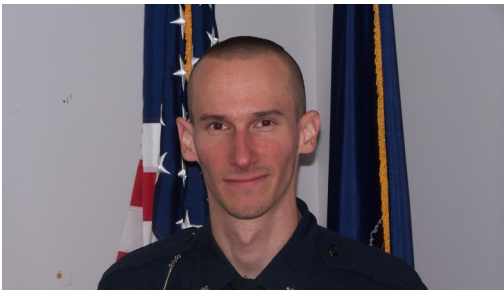
Patrick Renwick resigned from his patrol officer position at the Indiana campus in October 2009. We wish Officer Renwick well as he moves his career forward with another police department.

Brandon Mytrysak recently accepted a patrol officer position with IUP. Brandon comes to us from the Indiana County Sheriff's Department. He began working at IUP in November 2009 on the 3:00 p.m. to 11:00 p.m. shift at the Indiana Campus. Please join me in making Brandon's transition to our team as smooth as possible.



Brandon Mytrysak joined the IUP Police Department as a patrol officer in November 2009.

Frank Mehalko accepted a patrol officer position at IUP in November 2009. Frank comes to us from the Eastern Adams Regional Police Department located in Oxford, Pa. He will be working at the Fairman Centre in Punxsutawney. Your cooperation during Frank's transition onto our team will be greatly appreciated.



Frank Mehalko joined IUP as a patrol officer in November 2009. Officer Mehalko is assigned to the Fairman Centre in Punxsutawney.

## **Law Enforcement Officer of the Year Awards By Bill Montgomery, Director of Public Safety and Police**

Each year, the IUP Police Department recognizes one of its members as Law Enforcement Officer of the Year in recognition of his or her service to the IUP community. Awards for 2007 and 2008 were presented to Officer Charity Butz and Sgt. Andrea Campbell by Dr. Cornelius Wooten, vice president for Administration and Finance, and William P. Montgomery, director of Public Safety, at an awards luncheon held on Friday, October 30, 2009. The luncheon was attended by members of the IUP Police Department, the families of the award recipients, and Dr. Wooten.

### **2008 Law Enforcement Officer of the Year – Patrol Officer Charity Butz**

Officer Charity Butz was awarded the IUP Law Enforcement Officer of the Year award for 2008. Her recognized accomplishments include:

- Becoming certified in Controlled Party Dispersal by the Pennsylvania Liquor Control Board.
- Participating in the Indiana County Peace Officers Memorial Service.
- Receiving the IUP Police Department's annual award for excellence in community-oriented policing within the residence halls on the main campus.
- Presenting a variety of informational programs to students living in the IUP residence halls that included personal safety and alcohol, drug, and rape awareness.
- Being spotlighted by the IUP Residence Hall Association and the National Residence Hall Honorary Society for exceptional contribution toward making the environment in the residence halls more positive through providing safety and awareness programs and through positive ongoing interaction with students and staff.
- Investigating the availability and use of drugs on campus and recommending innovative investigative techniques that led to the identification and arrest of persons involved in illegal activities.
- Producing consistently high-quality police reports.
- Consistently paying close attention to detail and accuracy.
- Consistently striving to find better ways to accomplish productive results.



Officer Charity Butz displays her 2008 Law Enforcement Officer of the Year award. Standing to her right is Dr. Cornelius Wooten, vice president for Administration and Finance; to her left is Bill Montgomery, director of Public Safety.

### **2007 Law Enforcement Officer of the Year – Sgt. Andrea Campbell**

Sergeant Andrea Campbell was awarded the 2007 IUP Law Enforcement Officer of the Year award. Sgt. Campbell's major accomplishments include:

- Being an active member of the Collective Action Against Underage Drinking (CAUAD), a grant-funded program sponsored by the Indiana and Armstrong County Drug and Alcohol Commission.
- Becoming certified by the National Child Passenger Safety Board to participate in their Child Passenger Safety (CPS) program.
- Presenting safety programs to organizations within Indiana County, including the Cub Scouts and various school districts.
- Presenting safety programs to IUP students and staff, including the Criminology Department, the Residence Housing Association, and the Facilities Management group. Sgt. Campbell also provides a safety orientation to new hires in Human Resources' new employee orientation sessions.
- Being named to serve as a member of the IUP President's Commission on the Status of Women.
- Participating in on-campus Admissions Expos for prospective students.
- Attending and presenting at both parent and student orientations.
- Participating in training workshops for Community Assistants working in Housing and Residence Life.
- Being featured in a nationwide brochure where she is shown modeling a new line of women's body armor marketed by the Savvy Corp. Sgt. Campbell was selected for this role along with a number of other female law enforcement officers in order to depict the ethnic diversity of police officers.
- Becoming certified as a Crime Prevention Practitioner through Environmental Design. This certification required 40 hours of intensive training provided by Standing Stone Consulting, Inc. As a result of this training and certification, Sgt. Campbell now collaborates with IUP's Engineering and Construction staff in identifying ways to improve campus safety, such as through judicious placement of outdoor lighting, signage, and landscaping.



2007 Law Enforcement Officer of the Year Sgt. Andrea Campbell displays her award. On her right is Dr. Cornelius Wooten, vice president for Administration and Finance; on her left is Bill Montgomery, director of Public Safety.

## **A Native American Speaks about Modern Native America**

**By Cliff Pembleton**

Many of you may not realize it, but there is a Native American Community that exists across North America. Most Native Americans live on reservations across the country, and many of the largest are in the Western states. Pennsylvania is one of the few states that do not have a reservation set aside for Native People, even though at one time this land belonged to the local tribes such as those of the Iroquois Confederacy. This Nation of Natives controlled an area greater than the Roman Empire and lasted longer. The Iroquois Confederacy extended from Southern Ontario to the upper parts of Georgia.

History has shown that because of European contact and the difficulties that resulted from that contact, the Native People of North America went from some two million people to about 300,000 after the great Indian Wars of the west in the 1880s. We have since had resurgence in population to the point that we now number approximately 2 million people once more. I say we, because I am one of those Native People.

I am of the Tuscarora Tribe, part of the great Iroquois Nation. We consider ourselves one of the "Original People," as do most of the Natives in North America. Legends and myths passed down from the beginning of our recollections tell us how our Mother Earth was created and how we, as a people, began. Let me tell you how the Tuscarora came to be part of the Iroquois Confederacy at the turn of the eighteenth Century.

The Tuscarora lived for centuries along the North Carolina Coastal Plain predominantly on the Neuse and the Tar rivers and what is now known as New Bern, N.C. Archaeologists have found evidence of Long Houses as long as 200 ft. Timbers set in the earth are still apparent that would have been the structural integrity of living abodes as well as ceremonial houses. Middens have been sifted and reflect how these people lived and for how long they stayed in given areas. When the game was depleted and the Natives moved on to a new area about every fifteen to twenty years, they left evidence of a thriving community.

With European contact the Tuscarora first embraced the immigrants and in time the immigrants took advantage of the Tuscarora by taking lands from them. The Tuscarora were basically hunter gatherers, but they did farm as well. The river bottoms were ideal for

the planting of the sacred Three Sisters: corn, beans, and squash. The immigrants cheated and outright stole the best farm lands from the Tuscarora and at the end even forced the Natives into slavery. They stole the young Natives from families and sold them into slavery and when the Native People confronted the local government they were ignored. For 3 and 1/2 years the Tuscarora War was fought beginning with the Tuscarora burning the town of New Bern and destroying everything. At the end of the war in 1715, many of the Tuscarora were killed and forced out of North Carolina. Some remained hidden and later re-emerged and became known as the Southern Band Tuscarora. About 800 Tuscarora were sponsored by the Seneca Tribe, part of the Iroquois Nation, and those people migrated to the area around Niagara Falls, N.Y., and into Southern Ontario. We, the Tuscarora known as the People of Hemp assisted as Keepers of the Western Door, and we became the 6<sup>th</sup> Tribe of the Iroquois Confederacy.

We now live on a reservation of about six thousand acres, and there are about 1,000 people living on the reservation located about 10 minutes from the Falls itself. We still practice many of the customs and traditions that have been a part of our culture from the beginning of our time. Many of the accoutrements have been modernized, but the basis of our belief system is still intact. We have an elementary school and a couple of churches, as well as the traditional belief system in the Longhouse. There are a couple of small business establishments, but for the most part jobs are found off the reservation. Gambling casinos have been avoided on our reservation because most of the people hold traditional values and are against the things that go along with casinos, such as graft and illegal activities.

I have had the privilege of traveling across the world in the U.S. Air Force and then in various civilian jobs here in the U.S. Each job took me to a new location, and each time I had contact with the local tribes and Native People, and I have found two common attributes: family value and an appreciation for the Natural World. We have achieved and aspired to be better people because we have strong family values and a real sense of the Natural World.

My wife, Sandra, and I have taken the opportunity to attend universities in those places we have traveled, such as Johnson City, Tenn., Brandon, Miss., and now Indiana University of Pennsylvania. We have worked

at IUP for about twenty years now, and it has been my privilege to speak to students here at IUP as well as at local schools about Native America.

About three years ago, some students approached the president of the university and suggested that it would be in the best interest of IUP to demonstrate sensitivity to Native American culture, and in 2006 a resolution was passed by the Council of Trustees to honor Native Americans of this region by naming the month of November Native American Heritage Month. In December 2007 the Native American Awareness Council emerged, and I was elected the chairperson. It has been my privilege to serve with the very dedicated people of the council who have demonstrated a very real interest in working towards the goals of our council. Besides presenting some performances here on campus to give the opportunity to the IUP and Indiana community to gain some insight into the Native Culture, we are also moving towards helping develop some educational projects on reservations across the country. Our most recent effort is to place student teachers at the Tuscarora School in Lewiston, N.Y. It is through education that Native People will continue to survive and thrive in the modern world. We have expectations that our youth will build again a very culturally strong community with the ability to continue to develop as a people and provide strong connections with the Natural World and Native Beliefs.

Each Fall we plan to continue a celebration here on the IUP campus to bring insight to Native Culture, and we had the help of two groups of performers: Bill Crouse and the Allegany River Indian Dancers and the Drums of Native Sisters. We also brought vendors of Native American Art and a couple who prepared bison meats for the enjoyment of those present.

I feel as though another circle has been completed with my contributions to the council and to the people of Tuscarora. And, I look forward to more work in the area of education and its extension to other tribes in the Iroquois Confederacy.



Cliff and Sandy Pembleton



From the Indiana Gazette:

Lou Luther (Eleuteri), a Homer City native, has done it again. Luther 52, won his third straight World Natural Powerlifting Federation championship in Atlantic City, N.J., on Oct. 17. Luther won two world titles in two divisions, open for lifters of all ages and masters for lifters 50 to 59, and posted a world-record deadlift of 584 pounds. Luther had won four world titles, taking his first in 1992 and starting his run of three straight after making a comeback in 2007.

Lou works in the Grounds Department. The World Natural Powerlifting Federation provides quality drug free events for all power lifters.

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## RECIPE CORNER

### Pumpkin Roll

#### Ingredients:

- 3 eggs
- 1 cup sugar
- 2/3 cup pumpkin
- 1 teaspoon baking soda
- 1/2 teaspoon cinnamon
- 3/4 cup flour



Grease a jelly roll pan and line it with wax paper or parchment paper. Then grease the paper. (I use non-stick coating spray. Works well.)

Prepare a linen tea towel for when the cake is baked. Lay towel on flat surface and sprinkle with powdered sugar the area of your jelly roll pan. You will turn out the cake on it.

Mix all the above six ingredients together. Beat with electric mixer on high until it's all blended together.

Spread in jelly roll pan and bake at 375 degrees for 15 minutes. Take out of oven and turn onto a linen tea towel. Pull off the parchment paper and roll up the cake and towel. Let it cool at least for one hour. After it is cool, you can fill with the cream cheese filling.

#### Cream Cheese Filling

- 8 oz. cream cheese, softened
- 2 tablespoon of margarine
- 3/4 teaspoon of vanilla
- 1 cup of powdered sugar

Beat all together in bowl until smooth and creamy. Unroll cake and spread filling on cake. Reroll cake, wrap in plastic, foil, or wax paper, and chill until cold. ENJOY!

Contributed by Becky Meyer of the Print Center

## Flu Fighter Cookies

2¼ cups flour  
1¼ teaspoons baking powder  
¾ teaspoon baking soda  
¾ teaspoon cinnamon  
½ teaspoon nutmeg  
Pinch of ground cloves  
¼ teaspoon salt  
1 stick unsalted butter, at room temperature  
1 cup packed brown sugar  
2 large eggs  
¼ cup molasses  
¼ cup plain Greek yogurt  
1 tablespoon freshly grated ginger  
2 teaspoons finely grated fresh lemon zest (about 1 lemon)  
½ cup old-fashioned (or quick cooking, not instant) oats  
1¼ cups raisins  
1¼ cups dried cranberries  
1¼ cups chopped walnuts  
1 cup dark chocolate chips

Heat oven to 375°. Line 2 large baking sheets with parchment paper.

In a large bowl, whisk flour, baking powder, baking soda, cinnamon, nutmeg, cloves and salt.

In a mixer bowl, beat the butter and brown sugar until light and fluffy, about 2 minutes. Beat in the eggs, one at a time, fully incorporating each before adding the next.

Add the molasses, yogurt, ginger, and lemon zest. Beat until smooth, scraping the sides of the bowl as needed.

Reduce mixer speed to low and add the flour mixture to make a sticky batter (do not over mix). Fold in the remaining ingredients.

Drop tablespoonfuls onto the prepared baking sheets.

Bake until golden but still soft, 10 to 12 minutes. Cool on a rack. Store in an airtight container.

YIELD: 4 dozen

Contributed by Joy Vig of the Bursar's Office



## Mrs. Hake's Chocolate Cake

3 cups flour  
1 cup cocoa  
2 ½ teaspoons baking soda  
2 teaspoons salt  
2 cups buttermilk  
1 ⅓ cups Kraft or Wesson Oil  
2 ½ cups sugar  
4 eggs  
2 teaspoons vanilla

Stir together the flour, cocoa, baking soda, and salt. Add buttermilk and oil and beat until very smooth.

In a separate bowl, beat sugar, eggs, and vanilla until creamy.

Gradually add sugar and egg mixture to the flour batter and then beat at high speed for 2 minutes.

Pour batter into a greased and floured angel food pan and bake for 50 minutes at 350 degrees F.

Test the cake with turkey nail. (It may take longer than 50 minutes to bake.)

Note: Mrs. Hake made this cake for my dad because he would always take her daughter, Nancy, home after we had either hockey, basketball, or lacrosse practice.

Contributed by Bob Marx of the Office of the Vice President for Administration and Finance

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## Congratulations to...

Lance Cpl. Dan Nicholson, USMC (son of Carly Nicholson) on his engagement to Melinda Clark. Dan is currently deployed on a mission in Cuba.

Ashley Nicholson (daughter of Carly Nicholson) on her engagement to Justin Lipps. Carly's children got engaged within one week of each other.

Leland Geletka (son of Mark Geletka) on his marriage to Anna Watson on October 10. Mark Geletka officiated at the ceremony.

Adelle Alsop (daughter of Karen Alsop) on her marriage to Tim Dolney on November 14.

Kyle Wright (son of Tressa Wright) on obtaining his driver's license on October 29.



### 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. Bob Deemer  
*Interim Budget Director*

Mr. Bob Marx  
*Special Assistant to the Vice President*

Mr. William Montgomery  
*Director of Public Safety and University Police*

## UPCOMING EVENTS

Commencement	Sunday, December 20
Winter Classes Begin	Monday, December 28
Winter Classes End	Friday, January 15
Martin Luther King, Jr. Day	Monday, January 18
Spring Classes Begin	Tuesday, January 19
Spring Break	March 8—March 14
Commencement	Sunday, May 9